



FLORIDA'S ANNUAL APPRENTICESHIP AND PREAPPRENTICESHIP REPORT

PROGRAM YEAR 2019-20



INTRODUCTION

In January 2019, Executive Order 19-31 was issued. The order charts a course for Florida to become number one in the nation for workforce education by 2030. Registered apprenticeship and preapprenticeship training programs are a key component of Florida's workforce education ecosystem. Registered apprenticeship and preapprenticeship nearly guarantee the best, most qualified workforce for Florida's industries; they also nearly guarantee students the ability to acquire advanced skills and knowledge so they can find meaningful work and accelerate in and enjoy productive careers.

On the heels of Executive Order 19-31, the Florida Legislature enhanced statutes governing registered apprenticeship with the passage of House Bill 7071 (2019). It included a provision that, by September 1 of each year, the Florida Department of Education (FDOE) must publish an annual report on key fiscal, enrollment and programmatic aspects of Florida's registered apprenticeship and preapprenticeship programs. This report provides a retrospective look at the 2019-20 program year and details key accomplishments related to participation, outcomes, and federal and state investments in registered apprenticeship and preapprenticeship programs.

We know that the vast majority of Florida's businesses have experienced greater than average declines in revenue, with many furloughing a portion or all of their employees. Many employees will want to find re-employment where their current skill sets match demand from employers whose products and services facilitate rapid relief and recovery to the COVID-19 emergency. Thankfully, registered apprenticeship and preapprenticeship remain a reliable workforce education model for engaging and upskilling Florida residents. The COVID-19 emergency has further exacerbated the divide between the skills and opportunities for reemployment or advancement in employment. While our state unemployment rate has stabilized, we are encouraged by the fact that employers and educational agencies have shown little attrition in the number of registered apprentices and preapprentices during this year. In fact, Florida has increased the number of registered apprentices by 4,100 since last year.

From an educational and economic development perspective, registered apprenticeship and preapprenticeship offer an innovative, flexible, yet reliable model for postsecondary education and training. If educational diversification matters just as much as economic diversification, and if we are to become number one in workforce education by 2030, the state should focus on both competency-based training and credential education. While the traditional four-year degree pathway has tremendous merit, we also know of more than 30 million mid- to high-wage jobs nationwide that are held by individuals with more than a high school diploma but less than a bachelor's degree. This important middle represents significant opportunities for growth in registered apprenticeship and preapprenticeship programs. This is also why Commissioner Corcoran, together with the State Board of Education, has prioritized skilled workforce training and increasing participation in meaningful career pathways in its Strategic Plan.¹ We hope the findings of this report both spark innovation within our education system and cultivate the conversations necessary to help expand access to meaningful education and training for Florida's residents.

AN OVERVIEW OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP IN FLORIDA

REGISTERED APPRENTICESHIP

Registered Apprenticeship (RA) combines employer-driven education and employment training with structured On the Job training and instruction to apprentices for specific occupations. Registered apprentices have access to an experienced on-site journeyworker (or mentor); engage in classroom, online or correspondence learning; have opportunities to attain an industry-recognized and/or postsecondary credential; earn progressively higher wages as the apprentice increases their skill levels; and, upon successful completion of the apprenticeship program, earn a nationally recognized, portable completion certificate issued by the FDOE.

The sponsor of the RA program may be a person, association, committee or organization operating an apprenticeship program and in whose name the program is registered or approved. Sponsors may elect to form a partnership with a school district technical college, Florida College System (FCS) institution, State University System (SUS) institution or a private training agency for the delivery of the related technical instruction (RTI). The sponsor may also elect to provide all the RTI without a public educational partner.

1. [HTTP://WWW.FLDOE.ORG/CORE/FILEPARSE.PHP/7734/URLT/STRATEGICPLAN19.PDF](http://www.fl DOE.org/core/fileparse.php/7734/urlt/strategicplan19.pdf)

Employers apply nationally recognized industry standards for apprentices, with the expectation of increased productivity, improved workforce quality, company knowledge retention and turnover reduction.

CORE COMPONENTS OF REGISTERED APPRENTICESHIP

Florida’s registered apprenticeship programs require five core components: business involvement; structured on-the-job training; related technical instruction; rewards for skill gains; and a nationally recognized credential. These five components work together to provide the apprentice with a meaningful educational experience to jump start his or her career.

The five core components of all Florida registered apprenticeship programs are summarized in the following table.²

| COMPONENT | DESCRIPTION |
|-----------------------------|--|
| BUSINESS INVOLVEMENT | Employers are the foundation of every RA program and play an active and on-going role throughout the design and development process. Employers frequently work together through joint labor-management organizations, industry associations or other partnerships to share the administrative tasks involved in the operation and maintenance of the program. |
| BUSINESS INVOLVEMENT | RA always includes an OJT component. Apprentices receive hands-on training from an experienced mentor/ journeyworker. The structure of OJT focuses on the skills and knowledge an apprentice must learn during the program to be fully proficient in the apprenticeable occupation. This training is based on national industry standards and can be further customized to the needs of the employer. All registered apprenticeship programs must provide a minimum of 2,000 hours of OJT. |

2. [HTTPS://WWW.DOL.GOV/APPRENTICESHIP/TOOLKIT/TOOLKITFAQ.HTM](https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm)

| | |
|--|---|
| <p>RELATED TECHNICAL INSTRUCTION</p> | <p>RA combines OJT with related instruction on the technical and academic competencies that apply to the occupation. Educational partners (public and private) are encouraged to collaborate with sponsors and participating employers to develop the curriculum, which often incorporates established national-level skill standards. The RTI may be provided by district technical colleges, FCS institutions, SUS institutions, apprenticeship training schools – or by the employer itself. It can be delivered at a school, online, at the job site or in any combination thereof. The recommended length of RTI each year is either 144 hours for clock-hour courses, or 3 credits for credit-hour courses.</p> |
| <p>REWARDS FOR SKILL GAINS</p> | <p>RA receive wages when they begin work and pay increases as they meet benchmarks for skill attainment. The benchmarks for skill attainment can be customized to the employer’s needs. Wage steps can be based on competency attainment, hours/experience on the job or a combination of both.</p> |
| <p>NATIONALLY RECOGNIZED CREDENTIAL</p> | <p>Every graduate of an RA program receives a nationally recognized, nationally portable credential (Certificate of Apprenticeship Completion) issued by the FDOE signifying to employers that the apprentice is fully qualified for the job.</p> |



The key roles of those participating in a registered apprenticeship program are clearly defined and consist of the following:

PROGRAM SPONSORS – Sponsors are responsible for the administration of all aspects of a registered apprenticeship program. This can include, but is not limited to: administrative, outreach, education liaison, registrar, records management, apprenticeship committee administrator, compliance and quality assurance, complaints, etc. The following are examples of entities that may serve in the role of a program sponsor:

- Single employer;
- Trade association;
- A public or private education provider;
- Group of employers;
- Local workforce development board;
- Labor and joint labor-management organizations;
- Community or faith-based organization; or
- Any other entity that complies with federal and state regulations.

EMPLOYERS – Employers are the drivers of registered apprenticeship and are actively engaged by and through their own employees in the actual work of the occupation being apprenticed. The responsibility to hire, employ and pay the progressive wage structure of the apprentice and the wages of the journeyworker/mentor who is training the apprentice rests with the employer. Employers also determine how the required RTI will be delivered and by whom.

For some employers, starting a registered apprenticeship program may not be the best option. Instead, it may make sense to join an existing registered apprenticeship program as a participating employer. For those agencies partnering with existing programs, the simplified process requires an existing employer to execute a single-page “Participating Employer Agreement” with the program sponsor and agree to abide by the training and funding



expectations set by the program sponsor as found in Rule 6A-23.004(2)(x) Florida Administrative Code, *Standards of Apprenticeship*. This agreement includes a “funding formula providing for the equitable participation of each participating employer in funding of the program.” Participating employers benefit because all of the paperwork and administrative duties are taken care of by the program sponsor. To become a participating employer in an existing registered apprenticeship program, employers should contact the apprenticeship training representative in their region for additional information and help determining which registered apprenticeship program best fits their occupation and training needs. See the FDOE Resource Summary for Registered Apprenticeship section below for more information on assistance.

APPRENTICES – Apprentices are individuals who are at least 16 years of age and who have entered into an apprenticeship agreement with a registered apprenticeship sponsor. They are a hired employee of the participating employer in an “earn while you learn” model and engaged in learning the apprenticeable occupation through actual supervised work experiences.

Apprentices enjoy the benefit of obtaining tangible, marketable skills under the direction of qualified journeyworkers/mentors in their field and working for an employer who has already invested in their success.

Every apprenticeship program registered with the FDOE is automatically recognized by the U.S. Department of Labor (USDOL) for federal purposes. This provides apprentices with credibility and marketability when they successfully complete their registered apprenticeship program from a nationally recognized program with a nationally recognized credential. This also gives registered apprentices the opportunity for mobility. According to the USDOL, Florida is ranked 9th amongst all the states and territories for the number of new apprentices, 11th for the total number of apprentices and 12th for the number of successful completers.



REGISTERED PREAPPRENTICESHIP

A registered preapprenticeship program is designed to prepare individuals to enter and succeed in a Florida registered apprenticeship program. These programs promote a diverse and skilled workforce and prepare participants to meet the basic qualifications for entry into a Florida RA program through:



AN APPROVED TRAINING
curriculum based on industry standards;



ACADEMIC AND TECHNICAL
instruction and career services;



HANDS-ON TRAINING
in a simulated lab experience or through OJT opportunities (if offered); and



ASSISTANCE
in applying to registered apprenticeship programs.

Registered preapprenticeship is authorized in section 446.052, Florida Statutes, and Rule 6A-23.010, Florida Administrative Code, and defined as an organized program of instruction offered in a public school system or elsewhere and is designed to prepare a person 16 years of age or older to become an apprentice. Preapprenticeship programs are registered with the FDOE and sponsored by a Florida registered apprenticeship program in the same occupation. The program sponsors determine the length and breadth of knowledge needed to properly prepare individuals for becoming apprentices. Some programs incorporate OJT into the program while others focus on RTI delivered in a classroom or laboratory setting. These programs function as a pathway into registered apprenticeship.

MANAGEMENT AND OVERSIGHT OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP

The USDOL recognizes the FDOE as the authorized registration agency of apprenticeship programs and apprentices for federal purposes as found in the Code of Federal Regulation (CFR) 29 §29.13, Subpart A—Recognition of State Apprenticeship Agencies. The Division of Career and Adult Education, Apprenticeship Section oversees the day-to-day management of Florida's registered apprenticeship programs in compliance with federal regulations 29 CFR Part 29, Subpart A – Labor Standards for The Registration of Apprenticeship Programs, and 29 CFR Part 30 – Equal Employment Opportunity In Apprenticeship, as well as sections 446.011-092, Florida Statutes, and Rule 6A.23-001-011, Florida Administrative Code.

Preapprenticeship programs are specifically designed and developed to provide additional workforce readiness skills for individuals who need additional skillsets in order to qualify and be selected into a registered apprenticeship program. Individuals who successfully complete a registered preapprenticeship program earn a preapprenticeship certificate issued by the FDOE and are afforded the same consideration as a military veteran during the registered apprenticeship program selection process. Registered preapprenticeship programs can be no less than six (6) months and no more than twenty-four (24) months in length.

In order to maintain a clear pathway from preapprenticeship to apprenticeship, all registered preapprenticeship programs must be sponsored by one or more registered apprenticeship programs in the same occupation(s). The minimum age to participate in a registered preapprenticeship program is 16 years of age. Registered preapprenticeship programs can be designed for high school students (typically juniors and seniors), out-of-school youth (ages 16–24) and adults (ages 25 and up).



The USDOL does not formally recognize or administer preapprenticeship programs in the state. FDOE is the authorized registration agency for registering, servicing and providing technical assistance for preapprenticeship programs and preapprentices in Florida.

MODELS FOR DELIVERY OF REGISTERED APPRENTICESHIP PROGRAMS

RA and preapprenticeship programs are potentially transformative for Florida’s career pathway aims. Florida’s technical colleges, FCS institutions, SUS institutions and private institutions are uniquely positioned to help scale the number of RA programs into traditional and non-traditional industries needing a pipeline of qualified talent. Because most high-skill, high-wage jobs in Florida require a postsecondary degree, college-connected apprenticeships may provide a more affordable pathway to a meaningful career.

Below is a summary of the models of registered apprenticeship and preapprenticeship:

PATHWAYS INTO REGISTERED APPRENTICESHIP

| TRADITIONAL APPRENTICESHIPS | | COLLEGE CONNECTED APPRENTICESHIPS | | DEGREE APPRENTICESHIPS | |
|--|--|--|--|--|---|
| NON-CREDIT | NON-CREDIT, FOR CREDIT HYBRID | CREDIT EVALUATION FOR NON-COLLEGE EXPERIENCE | FOR CREDIT | DEGREE | COMPETENCY BASED DEGREE |
| A college, trade union, community-based or other training provider delivers technical instruction that does not result in postsecondary credit | An institution of higher education delivers technical instruction through a combination of for-credit and non-credit courses | An institution of higher education awards academic credit for an apprenticeship experience provided outside of a college setting | An institution of higher education delivers technical instruction through for-credit courses | An institution of higher education delivers for-credit technical instruction that culminates in a degree | An institution of higher education delivers for-credit technical instruction and/or awards credit for apprenticeship experience as part of a degree pathway |



FDOE supports multiple methods to promote registered apprenticeship and educate potential participants to consider these programs as a pathway to a career. Among these options are the following:

RECRUITMENT AND OUTREACH CAMPAIGNS

conducted by a variety of stakeholders, including existing registered apprenticeship program sponsors, educational institutions partners and local workforce development boards, are the most common outreach methods. See *Integration into Florida's Workforce Development System & Outreach and Recruitment* section for details.

PREAPPRENTICESHIP PROGRAMS

provide a defined pathway for individuals to move into a registered apprenticeship program; FDOE has focused on encouraging the development of preapprenticeship programs to create these pathways.

EARLY PARTICIPATION AND EXPOSURE IN HIGH SCHOOL

through secondary Career and Technical Education programs with associated courses (High School Apprenticeship and High School Preapprenticeship) was developed in response to legislation that passed in 2018. These programs can be offered by any school district to high school students if they qualify for entry into a registered apprenticeship or preapprenticeship program. School districts enrolling students using either of these programs must ensure that the students and parents are fully aware of all federal and state regulations related to registered apprenticeship and preapprenticeship requirements. Students who complete courses in either program receive credit to satisfy the electives credit requirement for a standard high school diploma.

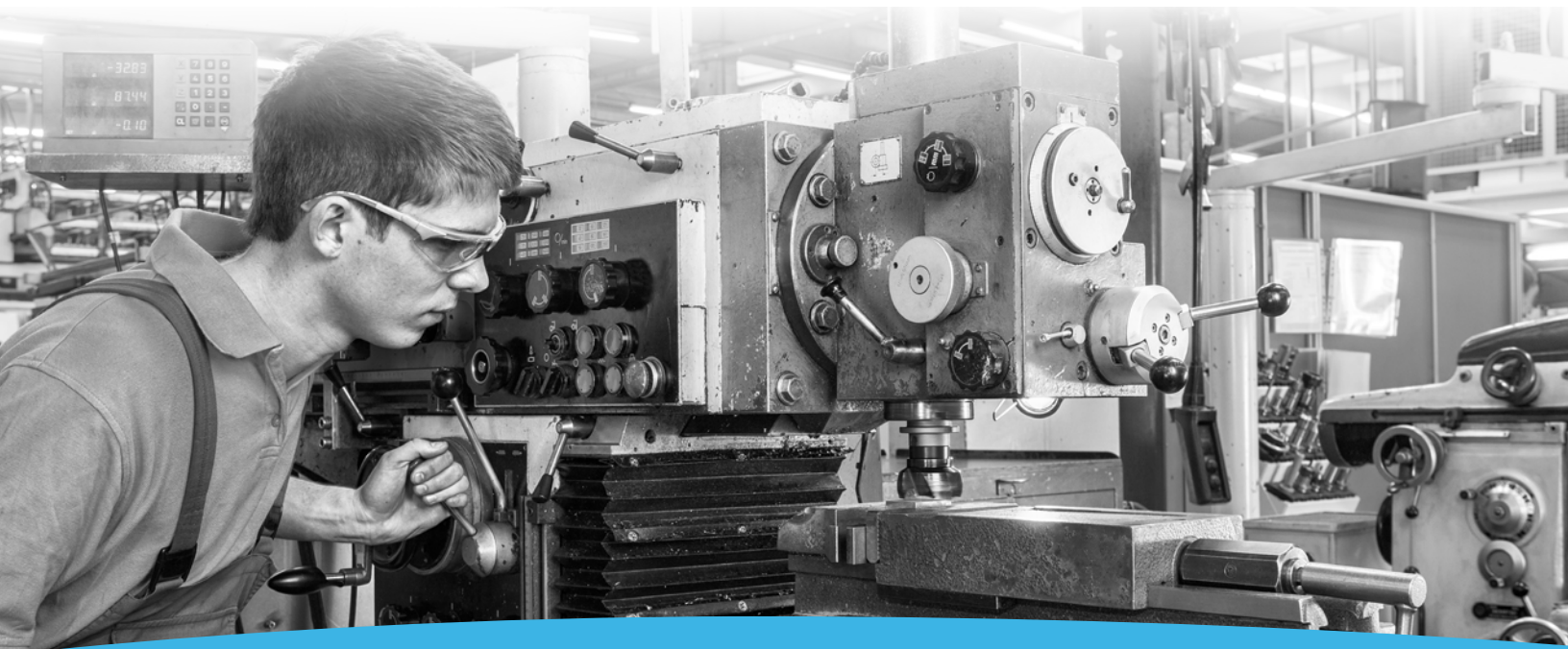
KEY INITIATIVES IN 2019-20

In partnership with CareerSource Florida, the FDOE has focused on initiatives to promote the value of registered apprenticeship and on expanding access to registered apprenticeship and preapprenticeship opportunities. FDOE has also further streamlined the approval process for entities seeking to create new programs. The following achievements represent the results of these efforts on registered apprenticeship and preapprenticeship.

REDUCING BARRIERS AND BUREAUCRACY

The FDOE has further reduced barriers to starting new registered apprenticeship and preapprenticeship programs by streamlining the approval process for programs. Prior to 2017, the Apprenticeship Section, on average, registered seven to nine new apprenticeship programs per year, with an average of nine to 12 months to complete the process. In 2019-20, the section registered 29 new apprenticeship programs with an average registration time of six weeks.

Strategies that contributed to this improvement include implementation of an electronic documentation system, elimination of redundant paperwork and a wholesale redesign of the Florida Standards of Apprenticeship documents to incorporate multiple occupations. The Apprenticeship Section team continues to provide improved and more efficient extensive technical support to sponsors and employers who are interested in starting a new program.



EDUCATIONAL OPPORTUNITIES

FDOE has also focused on ensuring new pathways to registered apprenticeship are being made available, including increased use of college credit courses, as opposed to clock hour-based courses, and the creation and expansion of preapprenticeship opportunities.

CREDIT COURSES

Apprentices can now be enrolled in credit-earning courses at an FCS or SUS institution to satisfy the minimum requirements for RTI. Historically, apprentices were enrolled in clock-hour courses or non-credit courses for their RTI. This made it very difficult for state colleges and state universities to embrace or work with RA programs and to calculate articulated credit for apprentices wishing to continue their education and earn a degree. By enrolling in credit-bearing courses at an FCS or SUS institution, apprentices can earn college credit at the same time they are working in their apprenticeship training program. Below are two examples:

SOUTH FLORIDA STATE COLLEGE

partnered with AdventHealth Sebring. Apprentices enroll in an 8 credit-hour course in Foundations of Nursing Practice.

FLORIDA INTERNATIONAL UNIVERSITY

sponsored a Registered Apprenticeship Program. Apprentices enroll in a 3 credit-hour course in Computer Security Fundamentals.

HIGH SCHOOL PREAPPRENTICESHIP

RA program sponsors are now encouraged to sponsor preapprenticeship programs in high schools. High school students, who are enrolled in a CTE program of study that aligns with an occupation(s) of an RA program may be invited to register in a preapprenticeship program that can provide a pathway to employment after graduating high school. The FDOE's Apprenticeship Section has been actively working with school districts and apprenticeship program sponsors to design Standards of Preapprenticeship for 11th and 12th grade students. Below are a few examples:

CLAY COUNTY SCHOOL BOARD PREAPPRENTICESHIP PROGRAM

for the following occupations: Carpenter, Electrician and Heating & Air Conditioning Installer-Servicer³

HILLSBOROUGH COUNTY PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM

for the following occupations: Ironworker and Carpenter⁴

ST. LUCIE PUBLIC SCHOOLS PREAPPRENTICESHIP PROGRAM

for the following occupations: Carpenter and Industrial Manufacturing Technician⁵

3. Through the following secondary CTE programs: Carpentry (8104300); Electricity (8727200); and Air Conditioning, Refrigeration & Heating Technology (8723000)

4. Through the following secondary CTE programs: Welding Technology Fundamental (9204400), Carpentry (8104300), Building Construction Technologies (8720300)

5. Through the following secondary CTE programs: Carpentry (8104300) and Advanced Manufacturing Technology (9200200)



DIVERSIFICATION AND EXPANSION INTO NEW INDUSTRY SECTORS

The recent growth of registered apprenticeship includes diversification and expansion into new industry sectors such as healthcare, sales and marketing, marine, and information technology that have typically not embraced registered apprenticeship as a viable workforce education solution. These sectors are now represented and serving as a model for other Florida employers. The following new programs represent the results of these ground-breaking efforts:

APPRENTICESHIP TO CAREERS AT ADVENTHEALTH, INDIVIDUAL NON-JOINT (SEBRING)

A unique apprenticeship program that combines the skills of a nursing assistant, phlebotomist, home health aide and electrocardiograph technician to create the cross-functional occupation of Advanced Patient Care Technician. In partnership with South Florida State College. Apprentices attend an 8 credit-hour course in Foundations of Nursing Practice. The program uses an 18-month competency-based OJT approach.

K-METHOD TRAINING GROUP, GNJ (PORT ST. LUCIE)

This apprenticeship program was made possible due to 2019 House Bill 7071 that removed restrictions on certain industries and occupations. This program is the first in the state to apprentice Automotive Sales Representatives. The program uses a 2,000-hour competency-based approach and is designed to meet the needs of high-end automotive dealerships.

MARINE INDUSTRIES ASSOCIATION OF SOUTH FLORIDA, GROUP NON-JOINT (FT. LAUDERDALE)

This apprenticeship program is a shining example of the customization and flexibility of the apprenticeship training model. The marine industry needed a training program that met the needs of a specialized occupation called Yacht Service Technician. In partnership with Atlantic Technical College and subject-matter experts from Derektor, RMK-Merrill and Marine Max, an apprenticeship program was developed that is unique to the industry.

FLORIDA INTERNATIONAL UNIVERSITY (FIU) APPRENTICESHIP PROGRAM (MIAMI)

FIU became the first four-year university in Florida to sponsor a registered apprenticeship program in the occupation of Cybersecurity Analyst. The program uses a 2,000-hour competency-based approach. Apprentices attend a 3 credit-hour Computer Security Fundamentals course and have the opportunity to earn CompTIA A+, N+, Security+, EC Council Certified Ethical Hacker (C|EH), Computer Hacking Forensic Investigator (CHFI) and Certified Information Systems Security Professionals (CISSP) industry certifications.

INTEGRATION INTO FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM & OUTREACH AND RECRUITMENT

For the past three years, FDOE has worked closely with CareerSource Florida and the Department of Economic Opportunity (DEO) to promote, expand and diversify registered apprenticeship.

In February 2019, the CareerSource Florida Board of Directors adopted strategic policy 2019.02.13.A.1 that recognized registered apprenticeship as one of two viable sector strategies. The policy applies to CareerSource Florida, the DEO and all 24 local workforce development boards. As such, local workforce development boards are required to describe their approach to establishing, implementing and sustaining effective sector strategies, including registered apprenticeship expansion opportunities, in their local workforce development plans and identify opportunities for new or expanded registered apprenticeships in targeted sectors.

In 2019, the DEO and CareerSource Florida, in partnership with FDOE, launched the "Apprentice Florida" marketing and outreach campaign. The purpose of the campaign is to increase awareness and improve messaging about the advantages of employing the registered apprenticeship training model for employers, with a primary focus on the Information Technology, Advanced Manufacturing, Healthcare, Construction, Distribution and Logistics, and Hospitality industries. CareerSource Florida is a leader in the promotion and expansion of registered apprenticeship and preapprenticeship programs.

Briefly, Phase One of the Apprentice Florida campaign (July 2019-January 2020) focused on strategic marketing and outreach designed to raise awareness of the Florida Registered Apprenticeship system. Phase Two (March-June 2020) focused on expanding a call to action for businesses in targeted industries.

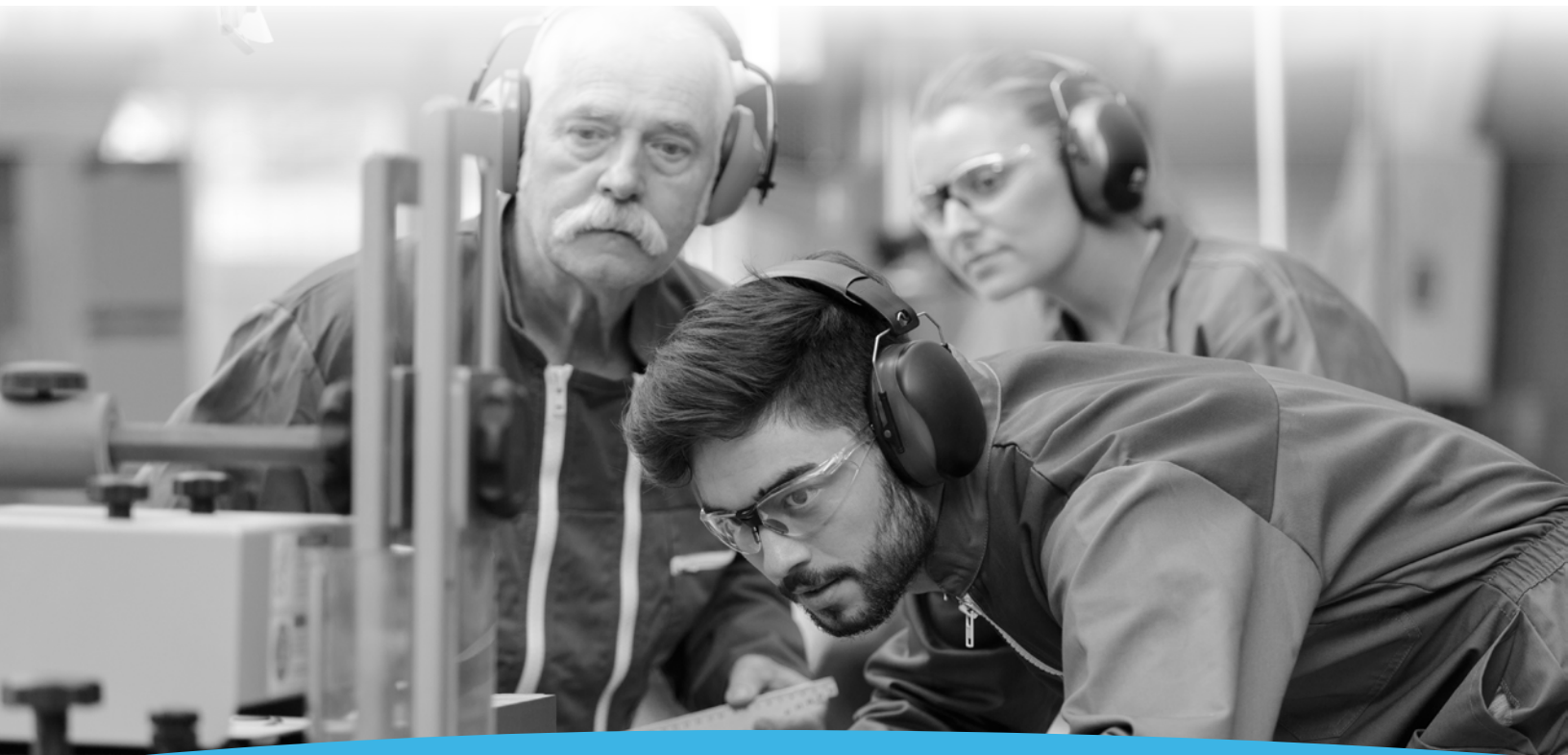
Phase Three is slated for roll-out in the fall of 2020 and will take advantage of interest generated through the website, targeted multi-media outreach and social media campaigns. This website



may be accessed at: <https://apprenticeflorida.com>. See Appendix B for a detailed overview of Apprentice Florida's achievements.

In addition to Apprentice Florida, all state apprenticeship regional training representatives (ATR) work in varying capacities with local workforce development boards, community partners, veterans' advocacy groups, and with public and private education providers to bring awareness about registered apprenticeship and preapprenticeship programs. A large part of the responsibilities of the ATRs is to conduct and participate in various recruitment and outreach activities. These can range from presenting to groups of employers, participating in job fairs, providing information to local workforce development boards, attending graduation and completion ceremonies, speaking at various annual conferences, etc. Emphasis is placed upon outreach efforts to attract diverse apprenticeship candidates from traditionally underrepresented populations (women, veterans, minorities, persons with disabilities) in order to help employers reach a larger and more diverse pool of candidates.

A further enhancement to existing recruitment and outreach efforts was created during the 2019 legislative session with the passage of House Bill 7071, requiring FDOE to provide assistance to district school boards, FCS institution boards of trustees, program sponsors and local workforce development boards in notifying students, parents and members of the community of the availability of apprenticeship and preapprenticeship opportunities, including data provided in the economic security report pursuant to section 445.07(2) Florida Statutes. See Appendix B for a summary by region of the specific outreach activities and events conducted in 2019-20.





STATE AND FEDERAL GRANT SUPPORT FOR PROGRAM DEVELOPMENT AND EXPANSION

In recent years, federal and state grants have supported program development and expansion. The following initiatives have been funded:

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| 1. Pathways to Career Opportunities Grant (PCOG) (State) | 2. State Apprenticeship Expansion Grant (SAE) (Federal USDOL) |
| 3. Apprenticeship State Expansion Grant (ASE) (Federal USDOL) | 4. Building State Capacity to Expand Apprenticeship through Innovation (Capacity) (Federal USDOL) |

These state and federal funds will help expand opportunities for registered apprenticeship training for Floridians and provide a financial boost to help fill the demand for skilled workers to support Florida's economy.

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

For the 2019-20 and 2020-21 fiscal years, the FDOE was appropriated \$10 million each year for the development of new and expansion of registered apprenticeship and preapprenticeship programs through the PCOG. For the 2019-20 fiscal year, the department selected 55 proposals based upon two rounds of competitive proposals. See Appendix F for a summary of the funded projects. Information on the competitive proposals is available at: <http://www.fldoe.org/pathwaysgrant>.

STATE APPRENTICESHIP EXPANSION GRANT (SAE) (FEDERAL USDOL)

In 2016, the DEO was awarded a USDOL Apprenticeship USA expansion grant, and subsequent Continuation Grant, which is scheduled to run through October 2020. The primary purpose of the grant is to forge a partnership between the DEO, CareerSource Florida and the FDOE to drive systems change involving employers, industry organizations, RA sponsors, state and local workforce development systems, secondary and postsecondary institutions, and non-profit agencies. Together, these strategic partners address Florida's critical need for a demographically diverse skilled workforce in high-demand occupation growth industries, with a particular focus on Building Trades, Health Services and Advanced Manufacturing, and Information Technology. For example:

CAREERSOURCE CENTRAL FLORIDA.

in collaboration with Seminole State College and The Hartford, established the state's first insurance apprenticeship program to create a talent pipeline of disability analysts in the financial services industry.

CAREERSOURCE BROWARD

partnered with the Marine Industries Association of South Florida to sponsor the Yacht Service Technician Apprenticeship. This cross-training opportunity allows apprentices to become credentialed as Yacht Service Technicians, earning high wages as they train with maritime industry employers MarineMax and Derecktor Marine.

As part of the Continuation Grant project, funds have been expended to develop and implement an outreach campaign to demonstrate effective methods to market and develop new RA programs in targeted sectors. The result was the development of the "Apprentice Florida" marketing and outreach campaign. Through print media, electronic media, social media and a website, the "Apprentice Florida" campaign has been very successful in creating awareness throughout Florida.



APPRENTICESHIP STATE EXPANSION GRANT (ASE) (FEDERAL USDOL)

FDOE was awarded \$3,078,257 with a 36-month period of performance which began on July 1, 2019. These funds are used to achieve the following goals:

| | |
|---|--|
| <p>1.</p> <p>Support the expansion of new and existing registered apprenticeship programs in all industry sectors;</p> | <p>2.</p> <p>Support the expansion of new registered apprenticeships in all registered apprenticeship programs;</p> |
| <p>3.</p> <p>Support and strongly encourage the diversity of registered apprentices from traditionally underrepresented populations (women, minorities, persons with disabilities, veterans, etc.) in new or expanding registered apprenticeship programs;</p> | <p>4.</p> <p>Build capacity through adding a grant manager, ATR and outreach specialist;</p> |
| <p>5.</p> <p>Develop and deliver outreach materials through awareness activities championed by the outreach specialist; and</p> | <p>6.</p> <p>Build on previous successes with state partners such as CareerSource Florida, DEO and other Florida state agencies in developing education and economic development strategies to ensure that the Florida registered apprenticeship system is a viable career path for Florida's citizens, as well as a valuable workforce development strategy for employers.</p> |

BUILDING STATE CAPACITY TO EXPAND APPRENTICESHIP THROUGH INNOVATION GRANT (CAPACITY) (FEDERAL USDOL)

FDOE was awarded a \$450,000 Building State Capacity to Expand Apprenticeship through Innovation Grant (Capacity) with a 36-month performance period beginning on July 1, 2020, and concluding on June 30, 2023.

The funds will be used to bolster capacity to support existing state and federal grant projects by adding another ATR for the Central East Coast region of Florida and a grant manager.



FDOE RESOURCE SUMMARY FOR REGISTERED APPRENTICESHIP

STATE CAPACITY AND STRUCTURE

The FDOE Apprenticeship Section is comprised of eight positions, which are funded annually through the General Appropriations Act (GAA) and then apportioned within FDOE to support the operation (salaries and expenses). The state is divided into six geographic regions with a local ATR who is responsible for the day-to-day management of servicing and providing technical assistance for existing apprenticeship and preapprenticeship programs, registration of new apprenticeship and preapprenticeship programs, as well as registration, completion and, on occasion, cancellation of programs and apprentices in the USDOL Registered Apprenticeship Program Information Data System (RAPIDS). The state director, program specialist, and apprenticeship and training representative who service Region 1B (Leon County to Escambia County) are located in Tallahassee. Staff are located strategically throughout the state to better serve current and future programs at a local level. See Appendix A for state and regional program contact information for the Apprenticeship Section team.

ONBOARDING AND TECHNICAL SUPPORT

The mission of Florida's Apprenticeship Section is to advance registered apprenticeship and preapprenticeship as a workforce solution strategy. The regional ATRs function as a one-stop source for all things apprenticeship—from assisting with basic inquiries to helping with new program creation to running a program; all requests are addressed and supported in each of the six regions. As a result, the team is ready to help potential program sponsors navigate the nationally and Florida-registered apprenticeship systems.

Since Florida's RA and preapprenticeship programs serve both program sponsors and individuals participating in a program, the information and resources must be customized based on the roles of those participating in a registered program. Employers or other potentially eligible sponsors typically want to understand how the registered apprenticeship system works while individuals are interested in potential employment opportunities. Sponsoring a registered apprenticeship or preapprenticeship program starts with a phone call or an email inquiry to the Apprenticeship Section office in Tallahassee or connecting with one of the six regional ATRs.

FLORIDA'S APPRENTICESHIP AND PREAPPRENTICESHIP PARTICIPATION AND OUTCOMES

The following provides a summary of the 2019-20 activity in registered apprenticeship and preapprenticeship programs with detailed information provided in the appendices section.

CURRENT PROGRAM STATUS AND OUTCOMES

As Florida's economy has strengthened over the past several years, the number of RA and preapprenticeship programs has increased. Between July 1, 2019, and June 30, 2020, the **FDOE registered 29 new apprenticeship programs, for a total of 251, and 4,196 new apprentices during this same period for a total of 15,823.**⁶

During this period, six apprenticeship programs were cancelled. **For preapprenticeship programs, FDOE has a total of 37 registered programs.** Of these, 10 were newly registered, and four were voluntarily cancelled.

Currently, **there are over 4,500 participating employers in 77 apprenticeable occupations.** Although white individuals make up the largest proportion of registered apprentices (54%), Hispanic and African American individuals comprise a sizeable portion of total registered apprentices participating in registered apprenticeship programs (43%).

Individuals participating in a RA program have an opportunity to acquire a better career in a profession that pays well throughout the RA process, and even better upon successful completion. According to research conducted by USDOL, upon completion of the registered apprenticeship program, individuals enter a career and may begin earning **an average salary of more than \$50,000**

⁶ Based on data reported in the USDOL RAPIDS registration system. This number includes apprentices who were active in the year but exited before June 30, 2020. See Appendix E-2 for detailed information.



– in addition to potentially avoiding student loan debt.⁷

REGISTERED PROGRAMS AND PUBLIC EDUCATIONAL PARTNERSHIPS

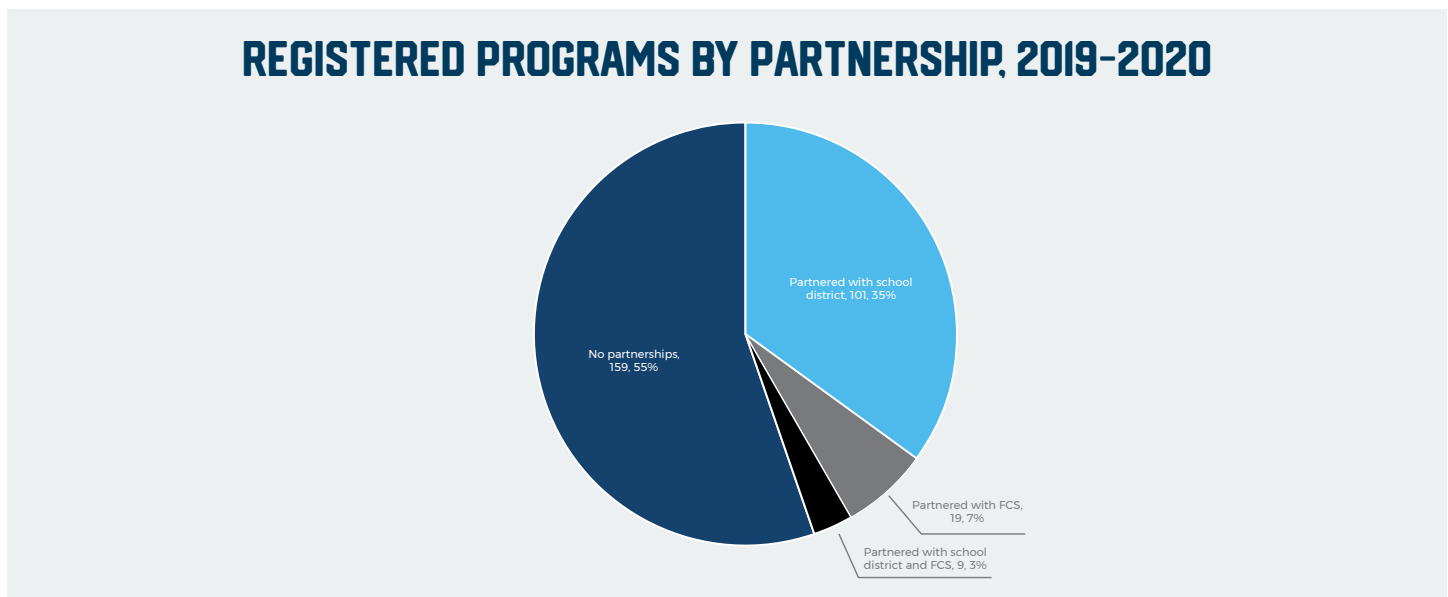
Overall, the **total number of registered programs increased by 11% from 2018-19 to 2019-20**. In 2019-20, FDOE had a total of 288 registered programs, of which 251 were RA programs and 37 were registered preapprenticeship programs.⁸ During the 2019-20 year, six RA programs and four preapprenticeship programs were cancelled.

The overall total compares to 259 registered programs in 2018-19, of which 228 were RA programs and 31 were registered preapprenticeship programs. Appendix D is a registry of these programs and any affiliated partnerships with school districts or FCS institutions. The table is sorted by the educational provider of the RTI, if applicable.

For the 288 registered programs with a registration at any time during the year, 44% partnered with a school district or FCS institution for program delivery. Of those with a partnership,

- 101 programs partnered exclusively with school districts for the RTI (35% of total registered programs);
- 18 programs partnered exclusively with FCS institutions for the RTI (6% of total registered programs); and
- Nine programs partnered with both school districts and FCS institutions for the RTI (3% of total registered programs).

Fifty-six percent of programs (160 programs) were not partnered with a district or FCS institution but



7. USDOL, Apprenticeship Toolkit: Advancing Apprenticeship as a Workforce Strategy, dol.gov/apprenticeship/toolkit/toolkitfaq.htm#2e.

8. Based on active programs from July 1, 2019 to June 30, 2020.

may have partnered with other education partners for instructional delivery.

PROGRAM PARTICIPATION

There are two methods available for collecting statewide data by trade and occupation for RA and preapprenticeship. The first method considers when RA and preapprenticeship is offered in partnership with a school district or FCS institution for RTI. The enrollment activity is then reported to the FDOE for accountability and funding purposes by program.⁹ Appendix E-1 provides enrollment by program for 2019-20. The top five programs reported with the most enrollment were:

| Trade/Occupation | # Enrolled in School Districts | # Enrolled in FCS Institutions | Total | % of Total |
|--|--------------------------------|--------------------------------|-------|------------|
| Electrician | 4,111 | 1,568 | 5,679 | 41% |
| Plumbing Technology | 1,265 | 366 | 1,631 | 12% |
| Air Conditioning, Refrigeration and Heating Technology | 1,045 | 400 | 1,445 | 10% |
| Preapprenticeship | 674 | n/a | 674 | 5% |
| Carpentry | 462 | 36 | 498 | 4% |

These programs represent 72% of total program enrollment.¹⁰ Since not all apprenticeship programs involve partnerships with Local Educational Agencies (LEAs), this summary does not reflect activity for non-LEA programs.

9. Program names are based on occupations.

10. Total program enrollment for 2019-20 for school districts and FCS combined was 13,792. The top 5 programs with enrollment encompassed 72% of this figure.



The second method of capturing program participation looks at all apprentices registered in the program over a period of time. Appendix E-2 provides the number of registered apprentices participating by trade and occupation. Between July 1, 2019, and June 30, 2020, there were 15,823 registered apprentices. This data does not include preapprenticeship information, which is not captured in the federal data system (RAPIDS). Total preapprenticeship program participation, where RTI is being provided by the program sponsor, is only available through supplemental data collection and is not reported by trade and occupation. The top five occupations with the most associated registered apprenticeships were as follows:

| Trade/Occupation | Total | % of Total |
|---|-------|------------|
| Electrician | 7,060 | 35% |
| Plumber & Pipe Fitter | 4,136 | 21% |
| Heating & Air Conditioning Mechanic & Installer | 2,048 | 10% |
| Elevator Constructor | 1,138 | 6% |
| Power-Line Distribution Erector | 995 | 5% |

These occupations represent 77% total participation in RA.

PROGRAM OUTCOMES

During the 2019-20 program year, **1,603 apprentices completed their program and received an apprenticeship certificate with an average median exit wage of \$21.27 per hour or an annual salary of \$44,241.** Of those completing, 825 apprentices (51.5%) completed their program during the expected timeframe. This compares to 2018-19 performance with 50.3% of apprentices completing their program during the appropriate timeframe.

In 2019-20, there were 1,090 preapprentices enrolled in preapprenticeship programs; of that, 583 were newly registered. There were 275 completers for a 54% completion rate. In 2018-19, 885 preapprentices exited their programs. Of those, 600 completed the program for a 68% completion rate.¹¹ Information on whether the preapprentice completed on time was not available for the 2018-19 reporting year.

¹¹ Preapprenticeship programs range from 6 to 24 months and therefore will always have differing rates. Not all preapprenticeship programs start and end at the same time, and therefore there will always be varying completion, enrollment and cancellation rates.



STATE INVESTMENTS IN REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP TRAINING

Workforce education programs are defined in Florida Statutes to include RA and preapprenticeship programs as defined in section 446.021, Florida Statutes.¹² This provides school districts and FCS institutions authority to offer RA through their educational programs and to spend their state operating funds for the support of these programs.

School district operating funds are provided to 57 districts in the GAA through the Workforce Development Funds category.

FCS institution operating funds are provided annually to 28 colleges in the FCS Program fund category. Unlike other postsecondary programs, students participating in RA training through a district or FCS institution are exempt from the payment of tuition and fees for the RTI component of their RA program.¹³

The operating funds provided to district and FCS institutions may be used for the support of RA, but this is not a required expenditure of funds. As such, districts and colleges are not allocated a specific amount of funds that must be spent for the support of this type of program.

Based on local demands and current resources, districts and colleges enter into local agreements with RA program sponsors. These agreements are not standardized statewide and reflect the contributions of the district or college and the program sponsor toward the costs of supporting the program.

If a school district or FCS institution partners for the RA program, they are mandated to report the total amount of funds expended for that program in their annual cost reports. Appendix C provides the most recently available financial data on expenditures for RA and preapprenticeship programs for the 2019-20 fiscal year. The total expenditures for both school districts and FCS institutions was about \$25.1 million.

¹² s. 1011.80(1), Florida Statutes.

¹³ s. 1009.25(1)(b), Florida Statutes.

CONCLUSION: THE VALUE OF APPRENTICESHIP AND PREAPPRENTICESHIP

THE VALUE FOR EMPLOYERS

RA and preapprenticeship helps Florida employers develop highly skilled employees. This training method is associated with a reduction in turnover rates and associated costs, increased productivity and lower costs of recruitment. Additional benefits include:

CUSTOMIZED TRAINING

that meets industry standards, tailored to the specific needs of employers, resulting in highly skilled employees.

INCREASED KNOWLEDGE

transfer through OJT from an experienced journeyworker/mentor, combined with RTI courses to support work-based learning.

ENHANCED EMPLOYEE RETENTION

According to the USDOL, approximately 91% of apprentices that complete an RA program are still employed nine months later.

A SAFER WORKPLACE

that may reduce worker compensation costs due to the program's emphasis on safety training.

A STABLE AND RELIABLE PIPELINE

of qualified workers.

A SYSTEMATIC APPROACH TO TRAINING

that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

THE VALUE FOR APPRENTICES AND PREAPPRENTICES

RA and preapprenticeship opens the door for individuals seeking employment and training with an opportunity to participate in a structured training program. Registered preapprentices can continue on a pathway into RA and obtaining academic and technical instruction – and in some cases OJT – making them highly desirable to employers in competitive markets. Registered apprentices earn a paycheck from day one on the job, guaranteed to increase as their training progresses. Registered apprentices also complete a combination of job-related instruction and hands-on training at the job site leading to a nationally recognized, portable credential. Other benefits include:

HANDS-ON CAREER TRAINING

Apprentices receive practical OJT training in a wide variety of occupations and industries such as healthcare, construction, information technology, transportation, energy and advanced manufacturing.

AN EDUCATION

Apprentices receive hands-on training resulting in improved skills and competencies as well as the potential to earn postsecondary credit toward a certificate or degree.

A CAREER

Once the apprenticeship is complete, workers are on their way to a successful long-term career with a competitive salary and little or no student loan debt.



THE VALUE TO THE WORKFORCE SYSTEM

Connecting registered apprenticeship and preapprenticeship to Florida's state and local workforce systems is an ideal partnership. The strategy helps Florida employers thrive by building a highly skilled, highly productive workforce, and it helps job seekers access and maintain stable careers with good wages. By using registered apprenticeship as a talent development strategy, the workforce system can increase worker skills, meet employer needs and enhance performance outcomes. Additionally, under the Workforce Innovation and Opportunity Act of 2014 (WIOA), RA is identified as a training strategy to assist individuals in overcoming barriers to employment. As such, RA programs are given automatic approval status on a local workforce development board's eligible training provider list. RA contributes to positive outcomes in the state and local workforce development system's WIOA performance measures such as:

EMPLOYMENT

RA is a job. All registered apprentices enter employment with guaranteed wages when they begin an apprenticeship program.

RETENTION

RA programs have high retention rates

EARNINGS

Apprentices have progressive wage increases as they advance in skills and knowledge in the program.

CREDENTIAL ATTAINMENT

All RA graduates earn a national, industry-recognized credential.

In summary, the value of RA and preapprenticeship to Florida's employers, individuals seeking employment, the workforce development system and the economy cannot be overstated. It is an employer-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction and a portable, nationally recognized credential of value.



LIST OF APPENDICES

APPENDIX A: State and Regional Apprenticeship Program Contact Information

APPENDIX B: State Apprenticeship Outreach and Recruitment Overview

APPENDIX C-1: Summary of Fiscal Information for Registered Apprenticeship Programs by School District and Florida College System Institution, 2019-20

APPENDIX C-2: Summary of Fiscal Information for Registered Apprenticeship Programs in School Districts and Florida College System Institutions by Trade/Occupation, 2019-20

APPENDIX C-3: Summary of Fiscal Information for Registered Apprenticeship Programs by School District/Florida College System Institution and Trade/Occupation, 2019-20

APPENDIX D: List of Registered Apprenticeship and Preapprenticeship Programs by LEA Partnership (if applicable), 2019-20

APPENDIX E-1: Registered Apprenticeship and Preapprenticeship Program Enrollment by Trade/Occupation and LEA Type, 2019-20

APPENDIX E-2: Number of Registered Apprentices by Trade/Occupation, 2019-20

APPENDIX F: Pathways to Career Opportunities Grant (PCOG) – List of funded projects and status

APPENDIX A

STATE AND REGIONAL APPRENTICESHIP PROGRAM CONTACT INFORMATION

Richard (Ted) Norman III, Ed.S.
 State Director of Apprenticeship
 Florida Department of Education
 325 W. Gaines Street, Room 754
 Tallahassee, Florida 32399-0400
 Phone: 850-245-9039
 Fax: 850-245-9010
 Email: Richard.Norman@fldoe.org

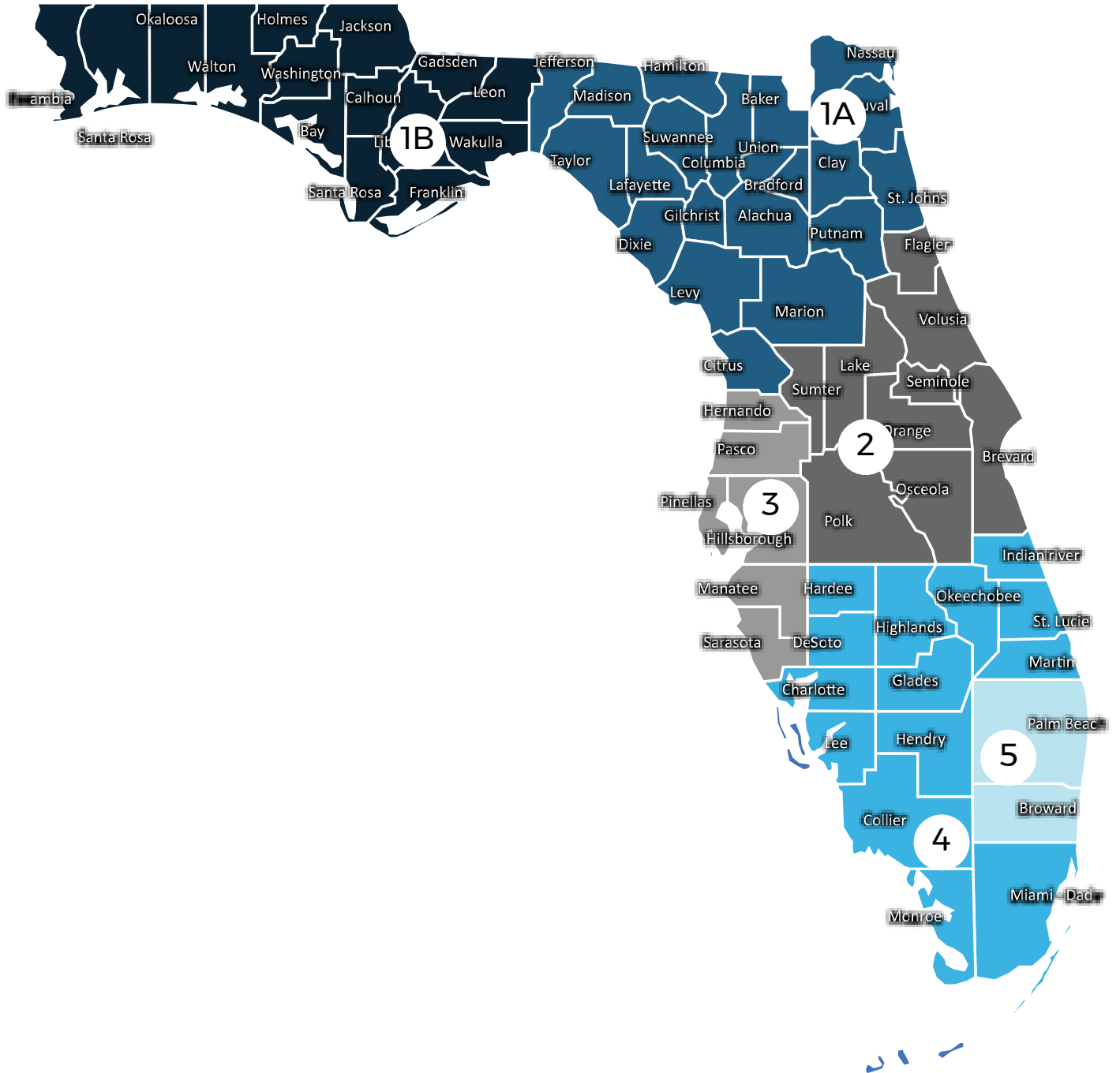
FDOE Apprenticeship Office Main Phone: 850-245-0454

Below is a table of the six (6) regions and contact information.

| Region | Location | Current Address/Contact Information | Counties |
|--------|--------------|--|--|
| 1A | Jacksonville | Apprenticeship Office 215 N. Market Street, Suite 300 Jacksonville, Florida 32202-2851 Telephone: (904) 798-0060 Email: William.Lauver@fldoe.org | Alachua; Baker; Bradford; Citrus; Clay; Columbia; Dixie; Duval; Gilchrist; Hamilton; Jefferson; Lafayette; Levy; Madison; Marion; Nassau; Putnam; St. Johns; Suwannee; Taylor; Union |
| 1B | Tallahassee | 325 W. Gaines Street, Room 754 Tallahassee, Florida 32399-0400 Telephone: (850) 245-0454 Email: Richard.Norman@fldoe.org | Bay; Calhoun; Escambia; Franklin; Gadsden; Gulf; Holmes; Jackson; Leon; Liberty; Okaloosa; Santa Rosa; Wakulla; Walton; Washington |

| | | | |
|---|----------------|--|---|
| 2 | Orlando | Apprenticeship Office 2900 W. Oak Ridge Road Orlando, Florida 32809 Telephone: (407) 251-2417 Email: Steven.Lindas@fldoe.org | Brevard; Flagler; Lake; Orange; Osceola; Polk; Seminole; Sumter; Volusia |
| 3 | Sarasota | Apprenticeship Office 4748 Beneva Road Sarasota, Florida 34233 Telephone: (941) 924-1365 Email: Stephen.Seville@fldoe.org | Hernando; Hillsborough; Manatee; Pasco; Pinellas; Sarasota |
| 4 | Miami | Apprenticeship Office 5780 NW 158th St., Bldg. 2, Rm 204 Miami Lakes, Florida 33014 Telephone: (305) 557-1100 Email: lorena.vasquez@fldoe.org | Charlotte; Collier; Dade; DeSoto; Glades; Hardee; Hendry; Highlands; Indian River; Lee; Martin; Monroe; Okeechobee; St. Lucie |
| 5 | Ft. Lauderdale | Apprenticeship Office 180 S.W. 2nd Street Pompano Beach, Florida 33060 Telephone: (754) 321-6780 Email: Valvery.Hillsman@fldoe.org | Broward; Palm Beach |

MAP OF APPRENTICESHIP REGIONS AND CORRESPONDING COUNTIES



APPENDIX B

OUTREACH AND RECRUITMENT EFFORTS

Apprentice Florida (www.apprenticeflorida.com) is an outreach campaign developed on behalf of the partnership that includes CareerSource Florida, FDOE and DEO. Established under the State Apprenticeship Expansion Grant awarded by the USDOL to Florida in 2016, the partnership seeks to expand registered apprenticeships and create a fortified talent pipeline in targeted sectors, driving economic development across the Sunshine State. Apprentice Florida launched in July 2019 with a primary focus on raising awareness and increasing engagement in registered apprenticeships among businesses. In support of this priority, CareerSource Florida, working with its strategic communications firm of record, The Moore Agency, and in collaboration with its grant partners, led the development and implementation of a strategic marketing outreach plan to raise awareness and use of registered apprenticeships among businesses and job seekers. The following is an overview of achievements to date.¹⁴

PHASE I OVERVIEW

Timing: July 2019 – June 2020

Strategy: The launch of Apprentice Florida (Phase 1), was designed exclusively to raise awareness of registered apprenticeships among businesses in Florida. During this phase, leads were not actively sought. All advertising outreach drove interested individuals to apprenticeflorida.com to learn more. A contact form is included on the website for best user experience. Individuals who completed this form provided their contact information to receive automatically generated emails with additional information. The resulting distribution list of contact information was made available to local workforce development boards via the CareerSource Florida brand portal.

Target Audiences:

- Businesses with an emphasis on the following industries:
 - Information technology
 - Healthcare
 - Hospitality
 - Trade/logistics
 - Advanced manufacturing
 - Construction (most current apprenticeships in Florida fall within the construction industry)

¹⁴ The work with the Moore Agency is supported by the Apprenticeship USA State Expansion Grant (FOA-ETA-16-13) whose fiscal agent is the Florida Department of Economic Opportunity.

Success:

- Impressions¹⁴: 35,952,028
- Website Visits (Conversions): 32,714
 - Number of website visits is considered the conversion for Phase 1, as that aligns with the call to action to visit the website
 - Cost per Visit (Conversion): \$1.22
- Leads Generated: 701*

*This is the total number of contacts provided while Phase 1 advertising was in market.

PHASE 2 OVERVIEW

Timing: April – June 2020

Strategy: Phase 2 advertising outreach ran exclusively in June 2020 and shifted from primarily raising awareness to a stronger call to action to generate business contacts. All messaging committed to the provision of a toolkit to help these individuals learn about and establish an apprenticeship program, which was provided in the form of an email nurture sequence. Leads were not promised any direct communication from an individual working on behalf of the campaign.

Target Audiences:

- Businesses, with an emphasis on those in the following industries:
 - Information Technology
 - Healthcare
 - Hospitality
 - Trade/Logistics
 - Advanced Manufacturing
 - Construction (most current apprenticeships in Florida fall within the construction industry)

Success:

- Impressions: 7,296,800
- Website Sessions: 5,908
- *Leads Generated (Conversions): 397
 - Cost per Conversion (Lead): \$178.69
 - Cost per Visit: \$8.09

*This is the total number of leads (employer contacts) generated while Phase 2 advertising was in market.

15. Impressions are the total number of times content has been seen, or had the opportunity to take an action, such as click on the advertisement to visit the webpage. The advertisement could have appeared in their social media feed or on a website.

NOTE: The cost per conversion in Phase 2 was higher than in Phase 1 due to the different goals of the campaign phases. In Phase 1, a website visit was counted as a conversion, and in Phase 2, provision of contact information was counted as a conversion. The more involved the “ask” of the audience, the more budget required to secure conversions or leads. Additionally, business leads historically cost more than career seeker leads, and Phase 1 advertising was in the market significantly longer than Phase 2, allowing for increased optimizations which served to keep cost per conversion low.

TOTAL LEADS GENERATED, PHASE 1 AND PHASE 2

The number of leads generated referenced above is specific to the time framed during which advertising was in market; however, leads were also submitted outside of that timeframe.

- Businesses: 468
- Prospective Apprentices: 1,701

Budget

Total outreach budget: \$500,000

Total advertising dollars spent: \$215,999.03 (43%)

- Phase 1: \$132,403.84
- Phase 2: \$83,595.19

Local Workforce Development Board Engagement

To support promotion of apprenticeships regionally, the CareerSource Florida network’s 24 local workforce development boards were provided with a customized toolkit, including email and phone call scripts to use in reaching out to businesses, and additional materials such as fact sheets, a PowerPoint template and social media content. This information was provided in a webinar, which was attended by representatives of local workforce development boards from across the state.

Communications and Outreach Deliverables Completed to Date

CareerSource Florida, working with The Moore Agency and in collaboration with the two grant partners, has:

- Managed a two-pronged, five-month marketing and awareness research project, with included one-on-one calls with apprentices and program sponsors, and a statewide survey of current and prospective apprentices and businesses
- Led presentation of research at first-ever Apprenticeship Summit in June 2018
- Developed Apprentice Florida brand, including:
 - Naming convention
 - Logo
 - Tagline
 - Brand style guide
 - Key messages

- Designed and published a website/landing page to support advertising outreach
- Coordinated development of testimonial videos including:
 - Miami Dade Public Schools Preapprenticeship (construction)
 - The Hartford (finance/insurance)
 - Inspired Technologies (information technology)
- Coordinated details of launch of Apprentice Florida at Florida Chamber Learners to Earners Conference in June 2019
- Launched initial advertising in July 2019
 - Included digital advertising and billboards in five targeted Florida markets
- Broadened advertising outreach in October 2019
- Managed the first apprenticeship awareness event/press conference in conjunction with National Apprenticeship Week in Nov. 2019, including event planning and media outreach
- Placed apprenticeship op ed in Orlando Sentinel
- Developed shareable digital and printed content including:
 - Social media graphics with statistics
 - “Apprenticeship 101” fact sheet
 - “Is an Apprenticeship Right for Your Business?” fact sheet
 - “How to Start an Apprenticeship Program” fact sheet
 - Social media guide with sample posts
- Developed and distributed a local workforce development board survey to uncover needs and next steps
- Developed Phase 2 content, including:
 - Updated key messaging
 - Video tutorial script and creative direction
 - Business toolkit
 - CareerSource Florida network toolkit
 - Updated advertising creative
 - Updated email nurture sequence strategy and content
 - News release template

APPRENTICE FLORIDA



Apprentice Florida, a product of the partnership between CareerSource Florida, the Florida Department of Education and the Florida Department of Economic Opportunity, launched in June 2019. The following highlights the success of the campaign in its first year.



43,048,554
TOTAL IMPRESSIONS



42,527,926
PAID OUTREACH

520,628 EARNED MEDIA

42,527,926
PAID OUTREACH IMPRESSIONS



468
BUSINESS LEADS*

1,701
APPRENTICE LEADS*

*Based on data from the Florida Department of Economic Opportunity (FDEO) as of June 2020.

MEDIA RELATIONS



520,628
IMPRESSIONS THROUGH MEDIA RELATIONS

INCLUDED HITS IN:

- THE FLORIDA CHANNEL
- FLORIDA POLITICS SUNBURN

WEB



34,430
WEBSITE SESSIONS

690 CONTENT DOWNLOADS

528 REFERRALS TO PARTNERS

APPRENTICE FLORIDA CREATIVE SAMPLES



The following activities were also conducted by the FDOE Apprenticeship Section team responsible for the administration of registered apprenticeship and preapprenticeship programs in Florida during the 2019-20 program year.

REGION IA

- Attended, participated in and presented at the 2019 61st Annual Florida Apprenticeship Conference
- Met with the Florida Department of Business and Professional Regulation, Construction Industry Licensing Board
- Attended and participated as a vendor in College of Central Florida's College & Career Fair
- Florida Youth Challenge Academy – Attended and participated as a vendor in their Career Fair
- Attended and engaged in Baker Correctional Institution's open house for the plumbing and masonry trades
- Attended Frank H. Peterson Academy's College & Career Expo and promoted apprenticeship to 750 students
- Attended the "Sustaining Our Partnerships" program during National Apprenticeship Week at FSCJ
- Assisted in the North Florida Building Trades Apprenticeship Career Day during National Apprenticeship Week
- Judged at the women's masonry contest at Lowell Correctional Institution
- Judged at the men's masonry contest at Baker Correctional Institution
- Attended the 7th Annual Northeast Florida Construction Career Days event with 3,000 junior and senior high school students from 63 area schools in 12 counties
- Attended the Westside High School Career Fair and promoted apprenticeships
- Attended and engaged in the NEFBA Preapprenticeship Kick-Off Event 2019 during National Apprenticeship Week
- Assisted in the North Florida Building Trades Apprenticeship Career Day during National Apprenticeship Week

REGION IB

- Attended Leon Works 2019 Annual College & Career Fair for all Leon County High Schools
- Attended Health Care Sector Round Table event in Tallahassee
- Attended Expansion of City of Tallahassee Utilities Apprenticeship meeting
- Chipola College regarding Apprenticeship Program start-up
- Presented at University of West Florida regarding Cybersecurity apprenticeship program
- Met with TruMont related to a Registered Nurse apprenticeship
- Presented at Big Bend Society of Human Resource Management meeting
- National Apprenticeship Week Inspired Technologies Event
- Presented at Pensacola Society of Human Resource Management meeting
- Attended Pathways to Career Opportunity Grant Kick-off meeting at Haney Technical College

- Attended Pathways to Career Opportunity Grant Kick-off meeting at Northwest Florida State College
- Presented at Florida Rehabilitation Council for the Blind Conference in Tallahassee
- Presented at CareerSource Capitol Region office
- Manufacturing Sector Roundtable event at Tallahassee Community College
- Developed of Utility Technician apprenticeship program with City of Tallahassee Utilities Gas

REGION 2

- Speaker at the Florida Apprenticeship Administrators Association Conference
- Manned Resource Table at Florida Association for Career and Technical Educators, Inc. Trade Show/Conference
- Represented FDOE/Region in Registration process at OneWeb Space Coast Consortium
- Manned Booth and Presented at Workforce Professional Development Summit
- Manned Table and Presented at Career Fair at Public High Schools
- Presented at CareerSource Central Florida
- Presented at Orange County Public Schools Board Meeting
- Presented at High School Career Specialists
- Presented at 2019 National Apprenticeship Week Showcase
- Presented at ESSEI 2019 Conference
- Manned Table & Interviewed H.S. Students at C.F. Public Schools Construction Career Days
- Presented at Florida Dept. of Corrections
- Presented about Preapprenticeship at Non-Profit NeNe Corporation

REGION 3

- Presented at Career Source Tampa Bay IT Forum
- Presented at Sarasota Auto Dealers Association
- Presented at Career Source Business Development Forum
- Presented at Project Transition Interagency Council of Lee County
- Presented at Education Foundation of Sarasota
- Presented at Construction Career Rodeo at Suncoast Technical College
- Presented at Tech Talent Solutions part of National Apprenticeship Week
- Presented at Apprenticeship Career Fair at Pinellas Technical College – part of National Apprenticeship Week
- Presented at Manatee County Building Industrial Trade Show at Manatee Technical College
- Presented at Line Worker Program Advisory Board meeting
- Presented at Career Edge on Intermediary Apprenticeship Program Sponsorship
- Presented at Farmworker Career Development Advisory Committee Meetings
- Presented at Career Source Building Industry Association Trade Show
- Presented at Technical Education Council orientation at Suncoast Technical College

REGION 4

- Attended Monthly Meetings at United Joint Apprenticeship Committee of South Florida
- Attended Monthly Meetings at Miami Dade Youth Preapprenticeship Program
- Presented at Infrastructure and Workforce Development Meeting with Carmen Morris for Office of Commissioner Xavier L. Suarez
- Attended Virtual Meetings on New Apprenticeship Programs for Miami-Dade County Public Schools
- Attended Virtual Informational Meeting on Preapprenticeship for Florida Masonry Apprenticeship and Education Foundation
- Attended Virtual Informational Meeting on Apprenticeship for The 555 Club – Hospitality Industry
- Attended Virtual Informational Meeting on Apprenticeship for North Collier Fire Control and Rescue District
- Attended Virtual Meeting about understanding apprenticeship in Florida for National Flooring Apprenticeship Program

REGION 5

- Presented Information on Apprenticeship at Career Source Broward meeting
- Attended the Tri-Regional Conference (Farm workers)
- Met with Commissioner Steve Geller on building trades
- Attended National Apprenticeship Appreciation luncheon at Atlantic Technical College
- Presented at South Plantation High School College and Career Fair
- Presented at Baker Concrete Construction Apprenticeship information meeting
- Presented at Broward College Apprenticeship information meeting
- Presented at Florida Metropolitan Transitional Academy Preapprenticeship office meeting
- Presented at Opportunities Industrialization Center Apprenticeship meeting
- Presented at Michelle's International Learning House Apprenticeship meeting
- Presented at City of Miramar Business Inclusion Diversity Program office meeting
- Presented at School Board of Broward County Florida, Physical Plant Operations meeting

APPENDIX C-1

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS, 2018-19

| Type of Agency | Agency Name | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|----------------|----------------------|--------------------------|----------------------------------|-----------------------------------|
| District | Brevard ⁴ | \$5,742 | \$5,742 | \$- |
| District | Broward* | \$4,450,506 | \$4,234,346 | \$216,160 |
| District | Collier | \$72,923 | \$71,640 | \$1,283 |
| District | Miami-Dade | \$1,873,850 | \$1,825,526 | \$48,324 |
| District | Escambia | \$93,013 | \$87,806 | \$5,207 |
| District | Flagler* | \$134,844 | \$119,370 | \$15,474 |
| District | Hillsborough | \$3,016,861 | \$2,993,457 | \$23,404 |
| District | Indian River | \$33,608 | \$29,104 | \$4,504 |
| District | Leon | \$89,409 | \$86,356 | \$3,053 |
| District | Manatee | \$257,343 | \$250,955 | \$6,388 |
| District | Marion | \$405,335 | \$390,599 | \$14,736 |

| Type of Agency | Agency Name | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|----------------|--|--------------------------|----------------------------------|-----------------------------------|
| District | Nassau | \$26,071 | \$24,735 | \$1,336 |
| District | Orange | \$4,069,149 | \$3,734,321 | \$334,828 |
| District | Palm Beach ⁴ | \$399,925 | \$399,925 | \$- |
| District | Pasco* | \$311,005 | \$307,346 | \$3,659 |
| District | Pinellas | \$1,738,258 | \$1,675,057 | \$63,201 |
| District | Polk | \$280,084 | \$275,502 | \$4,582 |
| District | St. Johns* | \$17,437 | \$16,610 | \$827 |
| District | Santa Rosa | \$130,527 | \$124,351 | \$6,176 |
| District | Sarasota | \$1,414,256 | \$1,344,636 | \$69,620 |
| FCS | Daytona State College | \$794,332 | \$636,967 | \$157,364 |
| FCS | College of the Florida Keys | \$39,648 | \$32,163 | \$7,485 |
| FCS | Florida State College at Jacksonville ⁴ | \$12,374 | \$7,172 | \$5,202 |
| FCS | Hillsborough Community College | \$1,739,848 | \$1,463,306 | \$276,541 |
| FCS | Indian River State College | \$604,228 | \$523,576 | \$80,652 |

| Type of Agency | Agency Name | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|----------------|-----------------------------|--------------------------|----------------------------------|-----------------------------------|
| FCS | Miami Dade College | \$637,651 | \$576,402 | \$61,249 |
| FCS | Palm Beach State College | \$839,180 | \$754,283 | \$84,897 |
| FCS | Santa Fe College | \$595,136 | \$470,719 | \$124,416 |
| FCS | Seminole State College | \$891,742 | \$735,672 | \$156,070 |
| FCS | South Florida State College | \$128,585 | \$96,975 | \$31,609 |
| | DISTRICT TOTAL | \$18,820,146 | \$17,997,384 | \$822,761 |
| | FCS TOTAL | \$6,282,724 | \$5,297,238 | \$985,486 |
| | STATE TOTAL | \$25,102,870 | \$23,294,622 | \$1,808,247 |

Notes:

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an *, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.

1. District total costs are total program costs. College total costs are total instruction costs.
2. District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.
3. District administrative costs are district indirect costs. College administrative costs are college-wide instructional support costs.
4. Information reported in August 2020 in a supplemental format.

APPENDIX C-2

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS IN SCHOOL DISTRICTS AND FLORIDA COLLEGE SYSTEM (FCS) INSTITUTIONS BY TRADE/OCCUPATION, 2018-19

| Trade/Occupation | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|--|--------------------------|----------------------------------|-----------------------------------|
| Air Conditioning, Refrigeration and Heating Technology | \$3,249,652.42 | \$3,022,289.55 | \$227,362.88 |
| Automotive Service Technology | \$78,326.00 | \$75,651.00 | \$2,675.00 |
| Brick and Block Masonry | \$279,204.03 | \$269,093.36 | \$10,110.67 |
| Building Construction Technologies | \$146,875.33 | \$140,029.64 | \$6,845.69 |
| Carpentry | \$570,925.44 | \$539,344.95 | \$31,580.49 |
| Commercial and Industrial Insulation | \$92,985.40 | \$91,244.58 | \$1,740.82 |
| Commercial Foods and Culinary Arts | \$69,314.00 | \$61,583.00 | \$7,731.00 |
| Commercial Sign Design and Fabrication | \$60,283.00 | \$57,359.92 | \$2,923.08 |
| Culinary Operations | \$17,907.44 | \$13,632.88 | \$4,274.56 |
| Early Childhood Education | \$1,814,204.36 | \$1,703,286.50 | \$110,917.85 |
| Electrical and Instrumentation Technology | \$7,188.00 | \$284.00 | \$6,904.00 |

| Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|------------------------------------|--------------------------------|--|---|
| Electrical Line Service and Repair | \$421,175.00 | \$401,335.83 | \$19,839.17 |
| Electrician | \$9,434,378.14 | \$8,615,694.15 | \$818,683.99 |
| Elevator Constructor Mechanic | \$184,950.00 | \$174,846.49 | \$10,103.51 |
| Fire Fighter | \$778,885.25 | \$770,221.32 | \$8,663.93 |
| Fire Sprinkler System Technology | \$1,084,802.94 | \$948,389.12 | \$136,413.81 |
| Glazing | \$94,757.00 | \$92,990.22 | \$1,766.78 |
| Heavy Equipment Mechanics | \$209,319.00 | \$193,309.00 | \$16,010.00 |
| Heavy Equipment Operation | \$324,885.00 | \$316,785.21 | \$8,099.79 |
| Industrial Machinery Maintenance | \$73,292.66 | \$69,841.13 | \$3,451.53 |
| Industrial Pipefitter | \$630,573.01 | \$555,222.17 | \$75,350.84 |
| Information Technology | \$11,083.00 | \$10,705.00 | \$378.00 |
| Machining | \$304,259.46 | \$292,814.15 | \$11,445.31 |
| Millwright | \$195,777.27 | \$189,151.80 | \$6,625.47 |
| Painting and Decorating | \$139,733.00 | \$131,032.60 | \$8,700.40 |

| Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|------------------------------------|--------------------------------|--|---|
| Plumbing Technology | \$3,137,287.38 | \$2,923,512.09 | \$213,775.29 |
| Preapprenticeship | \$520,119.11 | \$514,988.11 | \$5,131.00 |
| Roadway Technician | \$12,809.04 | \$12,376.91 | \$432.13 |
| Roofing | \$70,525.00 | \$67,339.09 | \$3,185.91 |
| Sheet Metal Fabrication Technology | \$539,339.00 | \$517,621.02 | \$21,717.98 |
| Structural Steel Work | \$543,005.97 | \$518,044.60 | \$24,961.37 |
| Surveying and Mapping Technology | \$5,046.00 | \$4,601.56 | \$444.44 |
| TOTAL | \$25,102,868 | \$23,294,621 | \$1,808,247 |

Notes:

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) and supplemental reporting for trade/occupation.

1. District total costs are total program costs. College total costs are total instruction costs.

2. District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.

3. District administrative costs are district indirect costs. College administrative costs are college-wide instructional support costs.

APPENDIX C-3

SUMMARY OF FISCAL INFORMATION FOR REGISTERED APPRENTICESHIP PROGRAMS BY LEA AND TRADE/OCCUPATION, 2018-19

| LEA | Trade/Occupation | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|----------|--|--------------------------|----------------------------------|-----------------------------------|
| Brevard | Preapprenticeship | \$5,742 | \$5,742 | \$- |
| Broward* | Commercial Sign Design and Fabrication | \$60,283 | \$57,360 | \$2,923 |
| Broward* | Surveying and Mapping Technology | \$5,046 | \$4,602 | \$444 |
| Broward* | Brick and Block Masonry | \$39,182 | \$37,149 | \$2,033 |
| Broward* | Carpentry | \$208,026 | \$198,218 | \$9,808 |
| Broward* | Electrician | \$1,346,450 | \$1,280,476 | \$65,974 |
| Broward* | Electrical Line Service and Repair | \$421,175 | \$401,336 | \$19,839 |
| Broward* | Glazing | \$94,757 | \$92,990 | \$1,767 |
| Broward* | Painting and Decorating | \$139,733 | \$131,033 | \$8,700 |
| Broward* | Roofing | \$70,525 | \$67,339 | \$3,186 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|------------|--|--------------------------------|--|---|
| Broward* | Building Construction Technologies | \$- | \$(248) | \$248 |
| Broward* | Fire Sprinkler System Technology | \$200,206 | \$190,958 | \$9,248 |
| Broward* | Plumbing Technology | \$854,005 | \$811,841 | \$42,164 |
| Broward* | Air Conditioning, Refrigeration and Heating Technology | \$341,326 | \$322,746 | \$18,580 |
| Broward* | Industrial Machinery Maintenance | \$63,421 | \$60,304 | \$3,117 |
| Broward* | Elevator Constructor Mechanic | \$184,950 | \$174,846 | \$10,104 |
| Broward* | Machining | \$153,147 | \$146,043 | \$7,104 |
| Broward* | Sheet Metal Fabrication Technology | \$87,974 | \$87,766 | \$208 |
| Broward* | Structural Steel Work | \$47,494 | \$43,391 | \$4,103 |
| Broward* | Heavy Equipment Operation | \$132,806 | \$126,196 | \$6,610 |
| Collier | Brick and Block Masonry | \$10,800 | \$10,800 | \$- |
| Collier | Machining | \$62,123 | \$60,840 | \$1,283 |
| Escambia | Electrician | \$93,013 | \$87,806 | \$5,207 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|--------------|--|--------------------------------|--|---|
| Flagler* | Early Childhood Education | \$122,907 | \$107,433 | \$15,474 |
| Flagler* | Air Conditioning, Refrigeration and Heating Technology | \$11,937 | \$11,937 | \$- |
| Hillsborough | Brick and Block Masonry | \$101,949 | \$101,158 | \$791 |
| Hillsborough | Carpentry | \$235,154 | \$233,330 | \$1,824 |
| Hillsborough | Electrician | \$1,239,764 | \$1,230,146 | \$9,618 |
| Hillsborough | Commercial and Industrial Insulation | \$36,459 | \$36,176 | \$283 |
| Hillsborough | Plumbing Technology | \$458,534 | \$454,977 | \$3,557 |
| Hillsborough | Heavy Equipment Mechanics | \$15,556 | \$15,435 | \$121 |
| Hillsborough | Millwright | \$183,403 | \$181,980 | \$1,423 |
| Hillsborough | Sheet Metal Fabrication Technology | \$177,916 | \$176,536 | \$1,380 |
| Hillsborough | Structural Steel Work | \$295,203 | \$292,913 | \$2,290 |
| Hillsborough | Heavy Equipment Operation | \$192,079 | \$190,589 | \$1,490 |
| Hillsborough | Preapprenticeship | \$80,844 | \$80,217 | \$627 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|--------------|--|--------------------------------|--|---|
| Indian River | Preapprenticeship | \$33,608 | \$29,104 | \$4,504 |
| Leon | Information Technology | \$11,083 | \$10,705 | \$378 |
| Leon | Automotive Service Technology | \$78,326 | \$75,651 | \$2,675 |
| Manatee | Early Childhood Education | \$238,420 | \$232,502 | \$5,918 |
| Manatee | Brick and Block Masonry | \$18,923 | \$18,453 | \$470 |
| Marion | Electrician | \$405,335 | \$390,599 | \$14,736 |
| Miami Dade | Brick and Block Masonry | \$36,742.03 | \$35,797.05 | \$944.98 |
| Miami Dade | Electrician | \$539,827.09 | \$525,904.95 | \$13,922.14 |
| Miami Dade | Commercial and Industrial Insulation | \$56,526.40 | \$55,068.58 | \$1,457.82 |
| Miami Dade | Plumbing Technology | \$347,637.36 | \$338,671.79 | \$8,965.57 |
| Miami Dade | Air Conditioning, Refrigeration and Heating Technology | \$717,885.28 | \$699,371.02 | \$18,514.26 |
| Miami Dade | Sheet Metal Fabrication Technology | \$175,231.84 | \$170,712.61 | \$4,519.23 |
| Nassau | Electrician | \$617 | \$585 | \$32 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|------------|--|--------------------------------|--|---|
| Nassau | Air Conditioning, Refrigeration and Heating Technology | \$25,454 | \$24,150 | \$1,304 |
| Orange | Early Childhood Education | \$367,560.57 | \$347,551.47 | \$20,009.10 |
| Orange | Brick and Block Masonry | \$71,608.00 | \$65,736.00 | \$5,872.00 |
| Orange | Electrician | \$2,246,701.46 | \$2,053,836.00 | \$192,865.46 |
| Orange | Building Construction Technologies | \$24,557.00 | \$22,507.00 | \$2,050.00 |
| Orange | Fire Sprinkler System Technology | \$65,290.00 | \$59,936.00 | \$5,354.00 |
| Orange | Plumbing Technology | \$419,909.00 | \$385,288.00 | \$34,621.00 |
| Orange | Industrial Pipefitter | \$61,077.00 | \$56,069.00 | \$5,008.00 |
| Orange | Air Conditioning, Refrigeration and Heating Technology | \$418,374.00 | \$383,783.00 | \$34,591.00 |
| Orange | Heavy Equipment Mechanics | \$193,763.00 | \$177,874.00 | \$15,889.00 |
| Orange | Structural Steel Work | \$200,308.97 | \$181,741.00 | \$18,567.97 |
| Palm Beach | Preapprenticeship | \$399,925 | \$399,925 | \$- |
| Pasco* | Early Childhood Education | \$288,144 | \$285,228 | \$2,916 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|------------|--|--------------------------------|--|---|
| Pasco* | Electrician | \$22,861 | \$22,118 | \$743 |
| Pinellas | Early Childhood Education | \$582,805 | \$562,123 | \$20,682 |
| Pinellas | Fire Fighter | \$51,908 | \$50,148 | \$1,760 |
| Pinellas | Electrician | \$268,201 | \$258,412 | \$9,789 |
| Pinellas | Building Construction Technologies | \$122,318 | \$117,771 | \$4,547 |
| Pinellas | Roadway Technician | \$12,809 | \$12,377 | \$432 |
| Pinellas | Fire Sprinkler System Technology | \$21,128 | \$20,405 | \$723 |
| Pinellas | Plumbing Technology | \$70,095 | \$67,498 | \$2,597 |
| Pinellas | Industrial Pipefitter | \$164,935 | \$158,895 | \$6,040 |
| Pinellas | Air Conditioning, Refrigeration and Heating Technology | \$345,198 | \$331,960 | \$13,238 |
| Pinellas | Industrial Machinery Maintenance | \$9,872 | \$9,537 | \$335 |
| Pinellas | Machining | \$88,989 | \$85,931 | \$3,058 |
| Polk | Electrician | \$198,121 | \$194,880 | \$3,241 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|-----------------------------|--|--------------------------------|--|---|
| Polk | Air Conditioning, Refrigeration and Heating Technology | \$81,963 | \$80,622 | \$1,341 |
| Santa Rosa | Air Conditioning, Refrigeration and Heating Technology | \$130,527 | \$124,351 | \$6,176 |
| Sarasota | Commercial Foods and Culinary Arts | \$51,877 | \$44,973 | \$6,904 |
| Sarasota | Electrical and Instrumentation Technology | \$7,188 | \$284 | \$6,904 |
| Sarasota | Early Childhood Education | \$17,429 | \$10,525 | \$6,904 |
| Sarasota | Fire Fighter | \$726,977 | \$720,073 | \$6,904 |
| Sarasota | Electrician | \$7,188 | \$284 | \$6,904 |
| Sarasota | Plumbing Technology | \$332,117 | \$311,762 | \$20,355 |
| Sarasota | Air Conditioning, Refrigeration and Heating Technology | \$271,480 | \$256,735 | \$14,745 |
| St. Johns* | Commercial Foods and Culinary Arts | \$17,437 | \$16,610 | \$827 |
| College of the Florida Keys | Carpentry | \$21,622 | \$16,944 | \$4,678 |
| College of the Florida Keys | Electrician | \$11,539 | \$10,136 | \$1,403 |
| College of the Florida Keys | Plumbing Technology | \$4,324 | \$3,389 | \$936 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|---------------------------------------|--|--------------------------------|--|---|
| College of the Florida Keys | Air Conditioning, Refrigeration and Heating Technology | \$2,162 | \$1,694 | \$468 |
| Daytona State College | Electrician | \$379,395 | \$304,233 | \$75,161 |
| Daytona State College | Plumbing Technology | \$217,997 | \$174,810 | \$43,187 |
| Daytona State College | Early Childhood Education | \$196,939 | \$157,924 | \$39,015 |
| Florida State College at Jacksonville | Millwright | \$12,374.27 | \$7,171.80 | \$5,202.47 |
| Hillsborough Community College | Carpentry | \$49,109 | \$41,303 | \$7,806 |
| Hillsborough Community College | Electrician | \$883,955 | \$743,454 | \$140,501 |
| Hillsborough Community College | Fire Sprinkler System Technology | \$219,819 | \$184,880 | \$34,939 |
| Hillsborough Community College | Industrial Pipefitter | \$404,561 | \$340,258 | \$64,303 |
| Hillsborough Community College | Air Conditioning, Refrigeration and Heating Technology | \$84,186 | \$70,805 | \$13,381 |
| Hillsborough Community College | Sheet Metal Fabrication Technology | \$98,217 | \$82,606 | \$15,611 |
| Indian River State College | Electrician | \$357,289 | \$306,397.34 | \$50,891.48 |

| LEA | Trade/Occupation | Total Costs¹ | Instructional Costs² | Administrative Costs³ |
|----------------------------|--|--------------------------------|--|---|
| Indian River State College | Plumbing Technology | \$135,066 | \$120,306.62 | \$14,759.33 |
| Indian River State College | Air Conditioning, Refrigeration and Heating Technology | \$93,966 | \$83,239.17 | \$10,726.73 |
| Indian River State College | Culinary Operations | \$17,907 | \$13,632.88 | \$4,274.56 |
| Miami Dade College | Electrician | \$316,795 | \$286,365.57 | \$30,429.25 |
| Miami Dade College | Fire Sprinkler System Technology | \$190,889 | \$172,553.61 | \$18,335.57 |
| Miami Dade College | Plumbing Technology | \$69,045 | \$62,413.01 | \$6,632.02 |
| Miami Dade College | Air Conditioning, Refrigeration and Heating Technology | \$60,922 | \$55,070.31 | \$5,851.77 |
| Palm Beach State College | Electrician | \$360,442 | \$323,977 | \$36,465 |
| Palm Beach State College | Air Conditioning, Refrigeration and Heating Technology | \$478,738 | \$430,306 | \$48,432 |
| Santa Fe State College | Carpentry | \$57,014 | \$49,549.43 | \$7,464.96 |
| Santa Fe State College | Electrician | \$298,866 | \$222,972.35 | \$75,893.84 |
| Santa Fe State College | Plumbing Technology | \$115,273 | \$99,098.85 | \$16,174.10 |

| LEA | Trade/Occupation | Total Costs ¹ | Instructional Costs ² | Administrative Costs ³ |
|-----------------------------|--|--------------------------|----------------------------------|-----------------------------------|
| Santa Fe State College | Air Conditioning, Refrigeration and Heating Technology | \$123,982 | \$99,098.85 | \$24,883.20 |
| Seminole State College | Electrician | \$390,988 | \$322,558 | \$68,429 |
| Seminole State College | Fire Sprinkler System Technology | \$387,470 | \$319,656 | \$67,814 |
| Seminole State College | Plumbing Technology | \$113,285 | \$93,458 | \$19,827 |
| South Florida State College | Electrician | \$67,032 | \$50,554 | \$16,478 |
| South Florida State College | Air Conditioning, Refrigeration and Heating Technology | \$61,552 | \$46,421 | \$15,131 |
| TOTAL | | \$25,102,868 | \$23,294,621 | \$1,808,247 |

Notes:

Source for district data is the Annual Cost Report and for colleges is the Annual Cost Analysis (detailed reports) unless denoted by an *, in which case costs are not reflective of the Annual Cost Report and were obtained in a supplemental format.

1. District total costs are total program costs. College total costs are total instruction costs.

2. District Instructional costs are the sum of direct costs and school costs. College instructional costs are the sum of total direct instruction and allocated instructional support costs.

3. District administrative costs are district indirect costs. College administrative costs are college-wide instructional support costs.

APPENDIX D

LIST OF REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAMS BY LEA PARTNERSHIP, 2019-20

Includes Programs Active Between July 1, 2019 and June 30, 2020

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS) ¹ | LEA Name (If Applicable) ² |
|--------------------|--|----------------|----------------|---|---------------------------------------|
| Preappren-ticeship | Brevard Adult Education Preapprenticeship Program | P-089 | Brevard County | District | Brevard |
| Apprentice-ship | ABC Institute Line Erector Appren Program GNJ | FL007890024 | Broward County | District | Broward |
| Apprentice-ship | ABC Institute Roofing Apprenticeship Program GNJ | FL009157997 | Broward County | District | Broward |
| Apprentice-ship | Advanced Education Apprenticeship Training, Inc. | FL001950016 | Broward County | District | Broward |
| Apprentice-ship | Brevard Air Conditioning Contractors Assn Inc. GNJ | FL001970007 | Brevard County | District | Broward |
| Apprentice-ship | Brevard Electrical Apprenticeship Program GNJ | FL008850020 | Brevard County | District | Broward |
| Apprentice-ship | Broward County Plumbers & Pipefitters JAC | FL007460006 | Broward County | District | Broward |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | City of Lake Worth Beach Utilities Apprenticeship Program IJ | FL009112199 | Palm Beach County | District | Broward |
| Apprenticeship | Florida Automatic Sprinkler Training NE Florida Chapter | FL013060001 | Duval County | District | Broward |
| Apprenticeship | Florida Carpenters Apprenticeship Program, GNJ | FL015162204 | Martin County | District | Broward |
| Apprenticeship | Florida East Coast Electrical JATC | FL007460005 | Palm Beach County | District | Broward |
| Apprenticeship | Florida Finishing Trades Institute JATC | FL008620001 | Orange County | District | Broward |
| Apprenticeship | Florida Pile Drivers Joint Apprenticeship & Training Committee (JATC) | FL007790004 | Broward County | District | Broward |
| Apprenticeship | Florida Training Services, Inc. GNJ | FL009060001 | Martin County | District | Broward |
| Apprenticeship | Housing Authority of the City of Ft Lauderdale INJ | FL001940005 | Broward County | District | Broward |
| Apprenticeship | International Union of Elevator Constructors(LUEC) LU74 JAC | FL003030002 | Hillsborough County | District | Broward |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|-------------------|---|---|
| Apprenticeship | Marine Industries Association of South Florida (MIASF) Apprenticeship Program, GNJ** | 2019-FL-73865 | Broward County | District | Broward |
| Apprenticeship | Palm Beach County Ironworkers JAC | FL007580001 | Palm Beach County | District | Broward |
| Apprenticeship | Palm Beach County Plumbing, A/C & Pipefitting JATC | FL007450003 | Palm Beach County | District | Broward |
| Apprenticeship | Plumbing Contractors Association Apprenticeship Program, Inc., GNJ | 2018-FL-70707 | Miami-Dade County | District | Broward |
| Apprenticeship | School Board of Broward Co FL Physical Plant Operations | FL007740006 | Broward County | District | Broward |
| Apprenticeship | South Florida Ironworkers LU 272 JATTC | FL007540003 | Broward County | District | Broward |
| Apprenticeship | South Florida Manufacturers Association GNJ | FL011090024 | Broward County | District | Broward |
| Apprenticeship | South Florida Operating Engineers JAC | FL007900016 | Miami-Dade County | District | Broward |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|-------------------|---|---|
| Apprenticeship | Space Coast Machinist Apprenticeship Program GNJ | FL001980005 | Brevard County | District | Broward |
| Apprenticeship | United Service Training Corp GNJ | FL007840018 | Broward County | District | Broward |
| Apprenticeship | Broward College IT Apprenticeship Program, GNJ | 2019-FL-72848 | Broward County | FCS | Broward College* |
| Apprenticeship | Broward College Telecommunications Apprenticeship Program, GNJ | 2019-FL-73554 | Broward County | FCS | Broward College* |
| Apprenticeship | South FL Carpenters JATC | FL007460011 | Broward County | District | Broward, Hillsborough |
| Apprenticeship | ABC Institute Electrical Apprenticeship Program GNJ | FL007860018 | Broward County | District and FCS | Broward, Miami Dade College |
| Apprenticeship | Northeast Florida Builders Association GNJ | FL008730002 | Duval County | District | Broward, Nassau |
| Apprenticeship | Masonry Association of Florida, Inc. GNJ | FL007930012 | Orange County | District | Broward, Orange |
| Apprenticeship | Florida Sprinkler Fitters JATC | FL007530001 | Palm Beach County | District and FCS | Broward, Orange, Hillsborough Community College |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | Florida Electrical Apprenticeship Association, Inc | FL001950008 | Palm Beach County | District and FCS | Broward, Palm Beach State College |
| Apprenticeship | Arthrex Manufacturing Apprenticeship Program INJ | FL006090032 | Lee County | District | Collier |
| Apprenticeship | Daytona Beach Electrical JATC | FL008460002 | Volusia County | FCS | Daytona State College |
| Apprenticeship | Daytona Beach Plumbers & Pipefitters JAC | FL008500001 | Volusia County | FCS | Daytona State College |
| Apprenticeship | Mid-Florida Electrical GNJ | FL008780004 | Volusia County | FCS | Daytona State College |
| Apprenticeship | Volusia County Child Care Apprenticeship Comm. GNJ | FL001940016 | Volusia County | FCS | Daytona State College |
| Apprenticeship | Pensacola Electrical Apprenticeship College GNJ | FL007730001 | Escambia County | District | Escambia |
| Apprenticeship | Flagler Child Care GNJ | FL008900012 | Flagler County | District | Flagler |
| Apprenticeship | Flagler County Community Apprenticeship Program GNJ | FL008880010 | Flagler County | District | Flagler |
| Apprenticeship | Baker Hughes, a GE Company, INJ | 2018-FL-71566 | Duval County | FCS | Florida State College at Jacksonville* |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | Bay Area Diesel Technicians Association | FL007890010 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Central Florida Carpenters JATC | FL008850019 | Orange County | District | Hillsborough |
| Apprenticeship | Central Florida Heat & Frost & Allied Workers JATT | FL007680001 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Central Florida Plumbing Academy GNJ | FL002080009 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Florida West Coast Carpenters JAC | FL007700001 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Florida West Coast Operating Engineers JAC | FL007900013 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Florida West Coast Trowel Trades JATC | FL007680002 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Gainesville Electrical JATC | FL008480002 | Alachua County | District | Hillsborough |
| Apprenticeship | Guardian Angels Medical Service Dogs, Inc | 2018-FL-71371 | Levy County | District | Hillsborough |
| Apprenticeship | Gulf Coast Electric JAC | FL007720001 | Escambia County | District | Hillsborough |
| Apprenticeship | Jacksonville Electrical JATC | FL008450001 | Duval County | District | Hillsborough |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | Masonry Contactors Association of FL, GNJ (Gulf Coast Area) | FL001950009 | Hillsborough County | District | Hillsborough |
| Apprenticeship | North Central Florida Operating Engineers JAC | FL008570001 | Duval County | District | Hillsborough |
| Apprenticeship | North Florida Carpenters JATC | FL008510001 | Duval County | District | Hillsborough |
| Apprenticeship | North Florida Ironworkers JAC | FL008890009 | Duval County | District | Hillsborough |
| Preapprenticeship | North Florida Ironworkers JAC Preapprenticeship Program | P-078 | Duval County | District | Hillsborough |
| Apprenticeship | North Florida Sheet Metal Workers JATC | FL008460001 | Duval County | District | Hillsborough |
| Apprenticeship | Sheet Metal Workers' Local 15 JATCTF | FL007690001 | Seminole County | District | Hillsborough |
| Apprenticeship | Tampa Area Electrical JATC | FL007880004 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Tampa Ironworkers JATC | FL007570002 | Hillsborough County | District | Hillsborough |
| Preapprenticeship | Tampa Ironworkers Preapprenticeship JATC | P-072 | Hillsborough County | District | Hillsborough |
| Apprenticeship | Tampa Millwrights JATC | FL007670002 | Hillsborough County | District | Hillsborough |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | Tampa Bay Pipe Trades JATC | FL007630001 | Hillsborough County | FCS | Hillsborough Community College |
| Apprenticeship | Jacksonville Plumbers & Pipefitters JATT | FL008480001 | Duval County | District and FCS | Hillsborough, Tallahassee Community College |
| Apprenticeship | Florida Construction Apprenticeship Training Corporation, GNJ | FL009000002 | St. Lucie County | FCS | Indian River State College |
| Apprenticeship | Piper Aircraft Apprenticeship Program, INJ | 2018-FL-72032 | Indian River County | FCS | Indian River State College |
| Apprenticeship | Tri County Apprenticeship Academy GNJ | FL004040001 | Lee County | District | Lee |
| Apprenticeship | Lively Tech Apprenticeship Program | 2019-FL-72613 | Leon County | District | Leon |
| Apprenticeship | Childcare Apprenticeship Program of Manatee County | FL007900014 | Manatee County | District | Manatee |
| Apprenticeship | SW Florida Chapter Masonry Association of Florida Inc., GNJ | FL001950010 | Collier County | District | Manatee |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | Florida Electrical Association Tri-County Apprenticeship, GNJ | FL008930001 | Marion County | District | Marion |
| Apprenticeship | Masonry Association of Florida North Central Apprenticeship Program | 2019-FL-72795 | Clay County | District | Marion |
| Apprenticeship | ABC Institute Pipefitter-Spinker Fitter Apprenticeship Program | FL007890028 | Broward County | FCS | Miami Dade College |
| Apprenticeship | ABC Institute Plumbers Apprenticeship Program GNJ | FL009050002 | Broward County | FCS | Miami Dade College |
| Apprenticeship | ABCI Heating & A/C Installer-Servicer GNJ | FL013020001 | Broward County | FCS | Miami Dade College |
| Apprenticeship | ACRA-Local 725 JATC | FL007490002 | Miami-Dade County | District | Miami-Dade |
| Apprenticeship | Asbestos Workers Local Union #60 JAC | FL007710001 | Miami-Dade County | District | Miami-Dade |
| Apprenticeship | Miami Joint Electrical Apprenticeship Committee | FL007450001 | Miami-Dade County | District | Miami-Dade |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|-------------------|---|---|
| Apprenticeship | Miami-Dade Plumbers Joint Apprentice & Educational Committee | FL007390001 | Miami-Dade County | District | Miami-Dade |
| Apprenticeship | SE Florida Chapter Masonry Association of Florida, GNJ | FL009990001 | Broward County | District | Miami-Dade |
| Apprenticeship | Sheet Metal Workers Local 32 JAC | FL007470002 | Miami-Dade County | District | Miami-Dade |
| Apprenticeship | Nassau Building Trades Apprenticeship Council | 2018-FL-71351 | Nassau County | District | Nassau |
| Apprenticeship | A/C Contractors Association of Central FL GNJ | FL008910004 | Seminole County | District | Orange |
| Apprenticeship | Central Florida Building Maintenance Apprenticeship, GNJ | FL005145192 | Orange County | District | Orange |
| Apprenticeship | Central Florida Child Care Educators Apprenticeship Program, GNJ | FL008920009 | Orange County | District | Orange |
| Apprenticeship | Central Florida Electrical JATC | FL008660001 | Seminole County | District | Orange |
| Apprenticeship | Central Florida Mechanical JATC | FL005060002 | Orange County | District | Orange |
| Apprenticeship | iBuild Carpentry Apprenticeship Program, GNJ | 2019-FL-73592 | Orange County | District | Orange |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|-------------------|---|---|
| Apprenticeship | Mid Florida Ironworkers JAC | FL008640001 | Orange County | District | Orange |
| Apprenticeship | Orlando Plumbers & Pipefitters JAC | FL008470001 | Orange County | District | Orange |
| Apprenticeship | Florida Electric Apprenticeship & Training GNJ | FL008870020 | Orange County | District and FCS | Orange, Seminole State College Of Florida |
| Apprenticeship | Plumbing Industry Professional Education GNJ | FL005070003 | Orange County | District and FCS | Orange, Seminole State College Of Florida |
| Preapprenticeship | Florida Training Services, Inc. Preapprenticeship | P-074 | Martin County | District | Palm Beach |
| Apprenticeship | Florida Air Conditioning Apprenticeship Assn. GNJ | FL009040001 | Palm Beach County | FCS | Palm Beach State College |
| Apprenticeship | Child Care Apprenticeship Program of Pasco County | FL001940004 | Pasco County | District | Pasco |
| Apprenticeship | Pasco County Child Care Apprenticeship IJW | FL007900011 | Pasco County | District | Pasco |
| Apprenticeship | Independent Electrical Contractors, Inc (FWCC) GNJ | FL007820007 | Pinellas County | District and FCS | Pasco, Pinellas, Polk Hillsborough Community College, Tallahassee Community College |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | Manasota PHCC Plumbing Apprenticeship Program Inc | FL001950012 | Sarasota County | District | Pasco, Sarasota |
| Apprenticeship | Bay Area Building Maintenance Apprenticeship GNJ | FL007900005 | Pinellas County | District | Pinellas |
| Apprenticeship | Bay Area Electrical Apprenticeship Program GNJ | FL006010005 | Pinellas County | District | Pinellas |
| Apprenticeship | Child Care Apprenticeship Program of Pinellas GNJ | FL007890019 | Pinellas County | District | Pinellas |
| Apprenticeship | City of St. Petersburg IJW | FL007860011 | Pinellas County | District | Pinellas |
| Apprenticeship | Pinellas Association of Plumbing, Heating & Cooling Contractors, GNJ | FL006990005 | Pinellas County | District | Pinellas |
| Apprenticeship | Pinellas County Schools Child Care Apprenticeship INJ | FL001970009 | Pinellas County | District | Pinellas |
| Apprenticeship | Pinellas Park Fire Department Apprenticeship Program IJ | FL006120148 | Pinellas County | District | Pinellas |
| Apprenticeship | RACCA, Inc. GNJ | FL001960008 | Hillsborough County | District | Pinellas |
| Apprenticeship | St. Petersburg Fire & Rescue IJ | FL007840013 | Pinellas County | District | Pinellas |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | Tampa Bay Machining Apprenticeship GNJ | FL007900006 | Hillsborough County | District | Pinellas |
| Apprenticeship | Florida Gulf Coast Chapter ABC, Inc., GNJ | FL007720004 | Hillsborough County | District and FCS | Pinellas, Hillsborough Community College |
| Apprenticeship | Air Conditioning Contractors Association of Polk County Apprenticeship Program, GNJ | 2018-FL-71645 | Polk County | District | Polk |
| Apprenticeship | Builders Assn. of North Central FL Master Trade Co | FL013060003 | Alachua County | FCS | Santa Fe College |
| Apprenticeship | Locklin Technical College Apprenticeship Program, GNJ | 2019-FL-73412 | Santa Rosa County | District | Santa Rosa |
| Apprenticeship | Northwest Florida HVAC Contractors GNJ | FL010020001 | Santa Rosa County | District | Santa Rosa |
| Apprenticeship | City of Venice Fire Department IJ | FL007830022 | Sarasota County | District | Sarasota |
| Apprenticeship | MACCA Manasota A/C Contractors Association, GNJ | FL001970020 | Sarasota County | District | Sarasota |
| Apprenticeship | North Port Fire Rescue District IJ | FL007870016 | Sarasota County | District | Sarasota |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Preapprenticeship | RAMS, Inc. Preapprenticeship | P-065 | Hillsborough County | District | Sarasota |
| Apprenticeship | Sarasota County Fire Department JATC | FL007830023 | Sarasota County | District | Sarasota |
| Apprenticeship | Technical Education Council, LLC | 2019-FL-72946 | Sarasota County | District | Sarasota |
| Apprenticeship | The People of Manufacturing Apprenticeship GNJ | 2018-FL-70988 | Pinellas County | District | Sarasota |
| Apprenticeship | American Culinary Federation GNJ | FL007900017 | Indian River County | District and FCS | Sarasota, Indian River State College |
| Apprenticeship | Florida Automatic Sprinkler Training, Inc. GNJ | FL005050002 | Seminole County | FCS | Seminole State College Of Florida |
| Apprenticeship | Heartland A/C Apprenticeship Program GNJ | FL007920005 | Highlands County | FCS | South Florida State College |
| Apprenticeship | Peace River Electric Cooperative Inc. IJ | FL003050001 | Hardee County | FCS | South Florida State College |
| Apprenticeship | First Coast Culinary Apprenticeship GNJ | FL013060002 | St. Johns County | District | St. Johns |
| Apprenticeship | The College of the Florida Keys Apprenticeship Program, GNJ | 2018-FL-71225 | Monroe County | FCS | The College of the Florida Keys |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|-------------------|---|---|
| Apprenticeship | ABO Apprenticeship INJ | FL005081357 | Brevard County | n/a | n/a |
| Preapprenticeship | "Academy of Construction Technologies, Inc. Preapprenticeship" | P-060 | Orange County | n/a | n/a |
| Apprenticeship | ACF Sarasota Bay Chef Association, GNJ | FL007900025 | Sarasota County | n/a | n/a |
| Apprenticeship | Adaptive Construction Solutions of Central Florida, Inc. GNJ | 2018-FL-71810 | Orange County | n/a | n/a |
| Apprenticeship | Adaptive Construction Solutions, Inc. GNJ | 2018-FL-69774 | Broward County | n/a | n/a |
| Apprenticeship | Adrienne Arsht Center Technician Apprenticeship, GJ | 2019-FL-72533 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Advanced Manufacturing Apprenticeship Program GNJ | 2017-FL-68555 | Seminole County | n/a | n/a |
| Apprenticeship | AmSkills Apprenticeship Program GNJ | FL006169119 | Pasco County | n/a | n/a |
| Apprenticeship | AmSkills Machine Apprenticeship Program, GNJ | 2019-FL-72596 | Pasco County | n/a | n/a |
| Preapprenticeship | AmSkills Preapprenticeship Program** | P-092 | Pasco County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | Apprenticeships to Careers at AdventHealth, INJ** | 2020-FL-75893 | Highlands County | n/a | n/a |
| Apprenticeship | Argos - AI Apprenticeship Program, GNJ** | 2020-FL-78246 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Arizona Chemical Apprenticeship Program IJ | FL010110022 | Bay County | n/a | n/a |
| Apprenticeship | Avocet Aviation Maintenance Technician Apprenticeship, INJ | 2018-FL-72011 | Seminole County | n/a | n/a |
| Apprenticeship | Baker Concrete Construction, Inc. Apprenticeship Program, INJ** | 2020-FL-78520 | Broward County | n/a | n/a |
| Preapprenticeship | Big Bend Electrical Preapprenticeship Program** | P-102 | Leon County | n/a | n/a |
| Apprenticeship | Black Knight, Inc., INJ | 2019-FL-72221 | Duval County | n/a | n/a |
| Preapprenticeship | Brevard Public Schools Preapprenticeship Program** | P-097 | Brevard County | n/a | n/a |
| Preapprenticeship | Career Launch IJ Preapprenticeship Program | P-087 | Broward County | n/a | n/a |
| Apprenticeship | CareerSouce Research Coast Apprenticeship Program, GNJ** | 2019-FL-73838 | St. Lucie County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | CareerSource Suncoast Apprenticeship Program GNJ | 2018-FL-71010 | Manatee County | n/a | n/a |
| Apprenticeship | Central Florida Electrical Teledata JATC | FL005000002 | Orange County | n/a | n/a |
| Preapprenticeship | Central Florida PlumbingAcademy Preapprenticeship | P-080 | Hillsborough County | n/a | n/a |
| Apprenticeship | CHELCO (Choctawhatchee Electric Cooperative) INJ | FL007860003 | Walton County | n/a | n/a |
| Apprenticeship | Child Care Apprenticeship of Hillsborough County | FL007910010 | Hillsborough County | n/a | n/a |
| Apprenticeship | Circuit Electric Inc., INJ | 2017-FL-790 | Polk County | n/a | n/a |
| Apprenticeship | City of Bartow IJ | FL005101362 | Polk County | n/a | n/a |
| Apprenticeship | City of Leesburg Electric Utility INJ | FL001950006 | Lake County | n/a | n/a |
| Apprenticeship | City of Tallahassee Apprentice Meter Technician II, INJ | FL010100020 | Leon County | n/a | n/a |
| Apprenticeship | City of Tallahassee Electric Production / Power Plant Operator | FL013135192 | Leon County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | City of Tallahassee Lineworker, INJ | FL010050001 | Leon County | n/a | n/a |
| Apprenticeship | City of Tallahassee Substation Electrician INJ | FL010100019 | Leon County | n/a | n/a |
| Apprenticeship | City of Tallahassee Utilities Apprenticeship Program, INJ** | 2020-FL-78483 | Leon County | n/a | n/a |
| Apprenticeship | City of Vero Beach IJ | FL008090194 | Indian River County | n/a | n/a |
| Apprenticeship | Clay Electric Cooperative, Inc. INJ | FL008092195 | Putnam County | n/a | n/a |
| Preapprenticeship | Clinical Medical Assistant Preapprenticeship Program** | P-099 | Pinellas County | n/a | n/a |
| Apprenticeship | CMS Mechanical Services, LLC, INJ | 2018-FL-71824 | Brevard County | n/a | n/a |
| Apprenticeship | Collier County Government Apprenticeship Program INJ | FL006110148 | Collier County | n/a | n/a |
| Apprenticeship | Community Connection Services Apprenticeship Program GNJ | 2018-FL-70790 | Lee County | n/a | n/a |
| Apprenticeship | CVS Health, INJ | 2019-FL-73331 | Indian River County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Preapprenticeship | "Duval County Construction Manufacturing Academy Preapprenticeship Program" | P-055 | Duval County | n/a | n/a |
| Apprenticeship | Englewood Area Fire Control District IJ | FL007880008 | Sarasota County | n/a | n/a |
| Preapprenticeship | Farmworker Preapprenticeship Program | P-091 | Hillsborough County | n/a | n/a |
| Apprenticeship | FDOT District Seven Apprenticeship Program IJW | FL006040001 | Pinellas County | n/a | n/a |
| Preapprenticeship | Flagler Child Care Preapprenticeship | P-030 | Flagler County | n/a | n/a |
| Preapprenticeship | "Flagler County Community Program Preapprenticeship" | P-032 | Flagler County | n/a | n/a |
| Apprenticeship | FLNGA Nursery & Landscape Apprenticeship Program, GNJ** | 2020-FL-78865 | Orange County | n/a | n/a |
| Apprenticeship | Florida Association of Plumbing-Heating-Cooling Contractors, GNJ** | 2020-FL-78177 | Santa Rosa County | n/a | n/a |
| Apprenticeship | Florida Association of Rehabilitation Facilities (Florida ARF), GNJ | 2019-FL-72689 | Leon County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | Florida Construction Apprenticeship Training Corporation, GNJ | FL009000001 | St. Lucie County | n/a | n/a |
| Apprenticeship | Florida Construction Apprenticeship Training Corporation, GNJ | FL008092196 | St. Lucie County | n/a | n/a |
| Apprenticeship | Florida Finishing Trades Institute JATC | FL009142204 | Broward County | n/a | n/a |
| Preapprenticeship | "Florida Gulf Coast Chapter ABC, Inc. Preapprenticeship" | P-048 | Hillsborough County | n/a | n/a |
| Apprenticeship | Florida International University Apprenticeship Program** | 2020-FL-78741 | Miami-Dade County | n/a | n/a |
| Preapprenticeship | Florida International University Preapprenticeship Program** | P-093 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Florida Painters Apprenticeship Program | FL009030002 | Martin County | n/a | n/a |
| Apprenticeship | Florida Public Utilities Co IJ -Northeast Division | FL008860004 | Nassau County | n/a | n/a |
| Apprenticeship | Florida Public Utilities IJ - Northwest Division | FL007850006 | Jackson County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | Florida Rural Water Association** | 2020-FL-75090 | Leon County | n/a | n/a |
| Apprenticeship | Florida Swimming Pool Association** | 2020-FL-75282 | Sarasota County | n/a | n/a |
| Apprenticeship | Florida Training Services, Inc GNJ (Geodetic Comp) | FL009132203 | Martin County | n/a | n/a |
| Preapprenticeship | Florida Training Services, Inc. Preapprenticeship | P-076 | Martin County | n/a | n/a |
| Preapprenticeship | Florida West Coast Preapprenticeship Program | P-083 | Pinellas County | n/a | n/a |
| Apprenticeship | FloridaMakes Advanced Manufacturing Apprenticeship Program, GNJ** | 2020-FL-78138 | Orange County | n/a | n/a |
| Apprenticeship | Fort Pierce Utility Authority, INJ | FL008090195 | St. Lucie County | n/a | n/a |
| Apprenticeship | Gang Alternatives, GNJ | 2019-FL-72411 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Gator Fire Extinguisher Company, Inc. INJ | FL013135193 | Alachua County | n/a | n/a |
| Apprenticeship | George Speers Masonry, Llc | 2017-FL-485 | Leon County | n/a | n/a |
| Apprenticeship | Glades Electric Coop IJ | FL007780009 | Glades County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | H.I.S. Painting, Inc. INJ | FL008092197 | Brevard County | n/a | n/a |
| Apprenticeship | Heartland Electrical Apprenticeship Program GNJ | FL007890015 | Highlands County | n/a | n/a |
| Apprenticeship | Heartland Plumbers Apprenticeship Program GNJ | FL007920004 | Highlands County | n/a | n/a |
| Preapprenticeship | Hillsborough County Public Schools Preapprenticeship Program** | P-095 | Hillsborough County | n/a | n/a |
| Apprenticeship | Hudson Technologies Apprenticeship Program INJ | FL005135189 | Volusia County | n/a | n/a |
| Preapprenticeship | iBuild Central Florida Preapprenticeship Corrections Program** | P-101 | Orange County | n/a | n/a |
| Preapprenticeship | iBuild Central Florida Preapprenticeship Program** | P-100 | Orange County | n/a | n/a |
| Apprenticeship | Independent Electrical Contractors-FECC, Inc., GNJ | 2019-FL-72858 | Palm Beach County | n/a | n/a |
| Apprenticeship | Indian River State College Apprenticeship Program, GNJ** | 2020-FL-75885 | St. Lucie County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | Inframark, LLC** | 2019-FL-73754 | St. Lucie County | n/a | n/a |
| Apprenticeship | International Union of Elevator Constructors #49 | FL013030003 | Duval County | n/a | n/a |
| Apprenticeship | Internat'L Union of Elevator Constructors(LUEC) LU #13 | FL005030004 | Seminole County | n/a | n/a |
| Apprenticeship | Internat'l Union of Elevator Constructors(LUEC) LU #71 JAC | FL011030002 | Miami-Dade County | n/a | n/a |
| Preapprenticeship | "Jacksonville Electrical JATC Preapprenticeship Program" | P-084 | Duval County | n/a | n/a |
| Apprenticeship | Jacksonville Electrical Teledata JATC | FL014010001 | Duval County | n/a | n/a |
| Apprenticeship | Jacksonville Heat & Frost Insulators and Allied Trades JATC | FL008720001 | Duval County | n/a | n/a |
| Apprenticeship | Jacksonville Painters and Allied Trades JATC | FL008680001 | Duval County | n/a | n/a |
| Apprenticeship | JEA IJW | FL008910005 | Duval County | n/a | n/a |
| Apprenticeship | Kelly Tractor | FL007690003 | Miami-Dade County | n/a | n/a |
| Apprenticeship | KHS USA Apprenticeship, INJ** | 2020-FL-75839 | Sarasota County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | K-Method Training Group, GNJ** | 2020-FL-75658 | St. Lucie County | n/a | n/a |
| Apprenticeship | Knight Enterprises Apprenticeship Program INJ | 2018-FL-69814 | Pinellas County | n/a | n/a |
| Apprenticeship | Lake Technical College Apprenticeship Program, GNJ** | 2020-FL-75959 | Lake County | n/a | n/a |
| Apprenticeship | Lakeland Electric IJ | FL007930003 | Polk County | n/a | n/a |
| Apprenticeship | Lakeland Electric Substation Electrician IJ | FL005155193 | Polk County | n/a | n/a |
| Apprenticeship | LCEC - Lee County Electric Cooperative, Inc. IJ | FL006100147 | Lee County | n/a | n/a |
| Apprenticeship | Lee County BoCC Apprenticeship Program, INJ** | 2019-FL-73670 | Lee County | n/a | n/a |
| Apprenticeship | Lorenzo Walker Technical College Apprenticeship Program, GNJ** | 2020-FL-75938 | Collier County | n/a | n/a |
| Apprenticeship | M.A. Ford Manufacturing INJ | FL002080193 | Indian River County | n/a | n/a |
| Apprenticeship | Manasota Masonry Apprenticeship GNJ | FL001970018 | Sarasota County | n/a | n/a |
| Apprenticeship | Marriott Vacation Club Worldwide Apprenticeship Program INJ | 2017-FL-68755 | Osceola County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-------------------|---|---|
| Apprenticeship | MARS CDC Apprenticeship Program for Men and Women | 2019-FL-72311 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Masonry Association of Florida | FL009050001 | St. Lucie County | n/a | n/a |
| Apprenticeship | MCBIA Apprenticeship Program, GNJ** | 2020-FL-75963 | Alachua County | n/a | n/a |
| Apprenticeship | Metra Electronics Apprenticeship Program, INJ** | 2019-FL-74238 | Volusia County | n/a | n/a |
| Apprenticeship | Miami Dade College Apprenticeship Program GNJ | 2018-FL-71114 | Miami-Dade County | n/a | n/a |
| Preapprenticeship | Miami-Dade Youth Preapprenticeship Program | P-086 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Milton J. Wood Fire Protection, Inc INJ | 2018-FL-70821 | Duval County | n/a | n/a |
| Apprenticeship | Moorings Park Apprenticeship Program, INJ | 2018-FL-71348 | Lee County | n/a | n/a |
| Apprenticeship | Nassau County Board of County Commissioners IJ | FL013091932 | Nassau County | n/a | n/a |
| Apprenticeship | Nestle Waters North America, Inc. INJ - Lee Plant | FL013169287 | Madison County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|------------------|---|---|
| Apprenticeship | North Florida Workforce Development Board., dba CareerSource North Florida Apprenticeship Program, GNJ** | 2020-FL-75934 | Madison County | n/a | n/a |
| Apprenticeship | Northeast FL Chapter Masonry Association of FL GNJ | FL001960005 | St. Johns County | n/a | n/a |
| Preapprenticeship | "Northeast Florida Builders Association – Home Builders Institute-Jacksonville Job Corps Preapprenticeship Program" | P-079 | Duval County | n/a | n/a |
| Preapprenticeship | Northeast Florida Builders Association/ Clay County School Board Preapprenticeship | P-051 | Clay County | n/a | n/a |
| Preapprenticeship | Northeast Florida Builders Association/St. Johns County School Board Preapprenticeship | P-061 | St. Johns County | n/a | n/a |
| Apprenticeship | Northwest Florida Bricklayers GNJ | FL001970001 | Escambia County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Preapprenticeship | Northwest Florida Careers in Construction Preapprenticeship Program, GNJ** | P-096 | Santa Rosa County | n/a | n/a |
| Apprenticeship | Northwest Florida State College Apprenticeship Program, GNJ** | 2020-FL-74354 | Okaloosa County | n/a | n/a |
| Apprenticeship | Ocala Utility Services IJW | FL008810009 | Marion County | n/a | n/a |
| Apprenticeship | Orange Technical College - West Apprenticeship Program, GNJ** | 2020-FL-76031 | Orange County | n/a | n/a |
| Apprenticeship | Orlando Laborers & North Florida Apprenticeship Program, JATC | FL005135188 | Orange County | n/a | n/a |
| Preapprenticeship | Pedro Menendez High School Preapprenticeship | P-066 | Clay County | n/a | n/a |
| Apprenticeship | Peoples Gas System, IJW** | 2020-FL-74484 | Hillsborough County | n/a | n/a |
| Apprenticeship | Pinellas County Government Apprenticeship Program INJ | FL006030009 | Pinellas County | n/a | n/a |
| Preapprenticeship | Pinellas Technical Careers Preapprenticeship Program YouthBuild | P-077 | Pinellas County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|---------------------|---|---|
| Apprenticeship | Post Electric Inc - Electrical Apprenticeship Prog | FL013145194 | Bay County | n/a | n/a |
| Apprenticeship | Power Design, Inc., INJ | 2019-FL-73394 | Hillsborough County | n/a | n/a |
| Apprenticeship | Powertown Line Construction Apprenticeship INJ | FL006156743 | Hillsborough County | n/a | n/a |
| Apprenticeship | Rayonier Advanced Materials IJ | 2019-FL-72528 | Nassau County | n/a | n/a |
| Apprenticeship | Related Urban Apprenticeship Program, GNJ | 2018-FL-71341 | Miami-Dade County | n/a | n/a |
| Apprenticeship | Sarasota Child Care Apprenticeship Program GNJ | FL007910008 | Sarasota County | n/a | n/a |
| Apprenticeship | Shelby Erectors, Inc., INJ | 2019-FL-72830 | Broward County | n/a | n/a |
| Preapprenticeship | Sister of NEW Preapprenticeship of South Florida | P-090 | Miami-Dade County | n/a | n/a |
| Apprenticeship | South Florida Laborers JATC | FL011030001 | Broward County | n/a | n/a |
| Apprenticeship | Southeast Power Corporation Groundman To Lineman Apprenticeship Program INJ | 2017-FL-316 | Brevard County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Preapprenticeship | SouthTech Academy Pre Apprenticeship Program | P-085 | Palm Beach County | n/a | n/a |
| Apprenticeship | Space Coast Consortium Apprenticeship Program, GNJ | 2019-FL-72905 | Brevard County | n/a | n/a |
| Preapprenticeship | St. Lucie Public Schools Preapprenticeship Program** | P-098 | St. Lucie County | n/a | n/a |
| Apprenticeship | St. Petersburg College Apprenticeship Program, GNJ** | 2019-FL-73782 | Pinellas County | n/a | n/a |
| Apprenticeship | Sunshine Boats & Motors, INJ | 2019-FL-72732 | Leon County | n/a | n/a |
| Apprenticeship | Tallahassee Capitol Chapter Masonry Assn of Florida Inc | FL010040001 | Leon County | n/a | n/a |
| Apprenticeship | Tallahassee Refrigeration and Air Conditioning Contractors Association Apprenticeship Program, GNJ** | 2020-FL-76027 | Leon County | n/a | n/a |
| Apprenticeship | Tampa Electric Company IJW | FL003020002 | Hillsborough County | n/a | n/a |
| Apprenticeship | Tampa Electrical Residential Wireman JATC | FL003000002 | Hillsborough County | n/a | n/a |
| Apprenticeship | Tampa Electrical Telecommunications JATC | FL003000001 | Hillsborough County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|--|-----------------------|---------------------|---|---|
| Apprenticeship | Tampa General Hospital INJ | 2017-FL-712 | Hillsborough County | n/a | n/a |
| Apprenticeship | Tharp Plumbing Systems Apprenticeship Program INJ | FL005111363 | Orange County | n/a | n/a |
| Apprenticeship | The Fishel Company INJ | FL003030005 | Hillsborough County | n/a | n/a |
| Apprenticeship | The Hartford Lake Mary Apprenticeship Program INJ | 2018-FL-71262 | Seminole County | n/a | n/a |
| Apprenticeship | The School District of Highlands County Apprenticeship Program, INJ** | 2020-FL-75447 | Highlands County | n/a | n/a |
| Apprenticeship | Treasure Coast Manufacturers Association GNJ | 2018-FL-70720 | St. Lucie County | n/a | n/a |
| Preapprenticeship | Treasure Coast Manufacturers Association Preapprenticeship, GNJ (TCMAAP) | P-088 | St. Lucie County | n/a | n/a |
| Preapprenticeship | "Tri-County Apprenticeship Academy Preapprenticeship Association" | P-075 | Lee County | n/a | n/a |
| Apprenticeship | Utilities Commission, City of New Smyrna Beach INJ | FL008700002 | Volusia County | n/a | n/a |

| Program Type | Registered Program Name | Program Number | County | LEA Type (District or FCS)¹ | LEA Name (If Applicable)² |
|---------------------|---|-----------------------|-----------------|---|---|
| Apprenticeship | Utility Lines Construction Services, LLC, INJ** | 2020-FL-78132 | Suwannee County | n/a | n/a |
| Apprenticeship | Venice Theatre INJ | FL003060001 | Sarasota County | n/a | n/a |
| Apprenticeship | Volt Power Company Apprenticeship Program INJ | FL006156744 | Manatee County | n/a | n/a |
| Apprenticeship | Withlacoochee River Elect INJ | FL008870017 | Pasco County | n/a | n/a |
| Preapprenticeship | Withlacoochee River Electric Cooperative Inc. | P-021 | Pasco County | n/a | n/a |

1. An LEA is a local education agency such as a school district or state college

2. Based on 2018-19 End of Year FCS and WDIS Data. If LEA Name field is blank, the registered program did not partner with a school district or FCS institution to deliver RTI instruction.

*Enrollment information was obtained in a supplemental format in August 2020.

**New program added in 2019-20.

APPENDIX E-1

| REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE ¹ , 2019-20 | | | | |
|--|----------------------------|-----------------------------------|-------|------------------------|
| Trade/Occupation | # Enrollments in Districts | # Enrollments in FCS Institutions | Total | % of Total Enrollments |
| Electrician | 4,111 | 1,568 | 5,679 | 41% |
| Plumbing Technology | 1,265 | 366 | 1,631 | 12% |
| Air Conditioning, Refrigeration and Heating Technology | 1,045 | 400 | 1,445 | 10% |
| Preapprenticeship | 674 | n/a | 674 | 5% |
| Early Childhood Education | 536 | 34 | 570 | 4% |
| Carpentry | 462 | 36 | 498 | 4% |
| Fire Sprinkler System Technology | 184 | 307 | 491 | 4% |
| Structural Steel Work | 357 | n/a | 357 | 3% |
| Industrial Pipefitter | 139 | 204 | 343 | 2% |
| Electrical Line Service and Repair | 287 | n/a | 287 | 2% |
| Fire Fighter | 273 | n/a | 273 | 2% |

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE¹, 2019-20

| Trade/Occupation | # Enrollments in Districts | # Enrollments in FCS Institutions | Total | % of Total Enrollments |
|--------------------------------------|-----------------------------------|--|--------------|-------------------------------|
| Sheet Metal Fabrication Technology | 189 | 31 | 220 | 2% |
| Heavy Equipment Operation | 218 | n/a | 218 | 2% |
| Machining | 155 | n/a | 155 | 1% |
| Brick and Block Masonry | 152 | n/a | 152 | 1% |
| Elevator Constructor Mechanic | 124 | n/a | 124 | <1% |
| Millwright | 110 | <10 | 115 | <1% |
| Painting and Decorating | 106 | n/a | 106 | <1% |
| Roofing | 94 | 10 | 104 | <1% |
| Heavy Equipment Mechanics | 88 | n/a | 88 | <1% |
| Building Construction Technologies | 49 | n/a | 49 | <1% |
| Industrial Machinery Maintenance | 44 | n/a | 44 | <1% |
| Commercial and Industrial Insulation | 43 | n/a | 43 | <1% |
| Culinary Operations | n/a | 33 | 33 | <1% |

REGISTERED APPRENTICESHIP AND PREAPPRENTICESHIP PROGRAM ENROLLMENT BY TRADE/OCCUPATION AND LEA TYPE¹, 2019-20

| Trade/Occupation | # Enrollments in Districts | # Enrollments in FCS Institutions | Total | % of Total Enrollments |
|---|-----------------------------------|--|---------------|-------------------------------|
| Commercial Sign Design and Fabrication | 31 | n/a | 31 | <1% |
| Glazing | 20 | n/a | 20 | <1% |
| Information Technology | <10 | 19 | 20 | <1% |
| Commercial Foods and Culinary Arts | 19 | n/a | 19 | <1% |
| Automotive Service Technology | <10 | n/a | <10 | <1% |
| Aviation Structures & Assembly Technician | n/a | <10 | <10 | <1% |
| Roadway Technician | <10 | n/a | <10 | <1% |
| Yacht Service Technician | <10 | n/a | <10 | <1% |
| Service Animal Trainer | <10 | n/a | <10 | <1% |
| Electrical and Instrumentation Technology | <10 | n/a | <10 | <1% |
| STATE TOTALS | 10,803 | 3,013 | 13,816 | |

1. An LEA is a local education agency (school district or Florida College System institution).

APPENDIX E-2

REGISTERED APPRENTICES BY TRADE/OCCUPATION

Includes registered apprentices active between July 1, 2019 to June 30, 2020 in the USDOL RAPIDS registration portal and excludes preapprenticeship participants.

| Trade/Occupation | Total | % of Total |
|---|-------|------------|
| Electrician | 7,060 | 35% |
| Plumber & Pipe Fitter | 4,136 | 21% |
| Heating & Air Conditioning Mechanic & Installer | 2,048 | 10% |
| Elevator Constructor | 1,138 | 6% |
| Power-Line Distribution Erector | 995 | 5% |
| Child Care Development Specialist | 736 | 4% |
| Structural Steel Worker | 454 | 2% |
| Carpenter | 442 | 2% |
| Line Installer-Repairer | 343 | 2% |
| Sheet Metal Worker | 303 | 2% |
| Heavy Construction Equipment Mechanic | 251 | 1% |

| Trade/Occupation | Total | % of Total |
|---|--------------|-------------------|
| Bricklayers & Mason | 250 | 1% |
| Industrial Maintenance Mechanic | 163 | <1% |
| Drywall Finisher | 161 | <1% |
| Millwright | 129 | <1% |
| Fire Fighter & EMT | 116 | <1% |
| Painter (Construction) | 114 | <1% |
| Roofer | 117 | <1% |
| Maintenance Repairer, Industrial | 82 | <1% |
| CNC Set-Up Programmer - Milling And Turning | 79 | <1% |
| Composite Plastic Fabricator | 74 | <1% |
| Electrician, Substation | 63 | <1% |
| Construction Craft Laborer | 61 | <1% |
| Network Support Technician | 60 | <1% |
| Application Developer | 34 | <1% |

| Trade/Occupation | Total | % of Total |
|---------------------------------------|--------------|-------------------|
| Pharmacy Technician | 33 | <1% |
| Cook (Hotel & Restaurant) | 31 | <1% |
| Customer Service Represent | 27 | <1% |
| Direct Support Specialist | 27 | <1% |
| Industrial Manufacturing Technician | 27 | <1% |
| Numerical Control Machinist Operator | 26 | <1% |
| Glazier | 24 | <1% |
| Precision Machinist | 22 | <1% |
| Electric Meter Repairer | 21 | <1% |
| Tool And Die Maker (Die Manufacturer) | 21 | <1% |
| Tradeshaw Worker | 19 | <1% |
| Stage Technician | 18 | <1% |
| Telecommunications Technician | 16 | <1% |
| Power-Plant Operator | 16 | <1% |

| Trade/Occupation | Total | % of Total |
|---|--------------|-------------------|
| Aircraft Structure, Surfaces, Rigging, And Systems Assemblers | 16 | <1% |
| Gas Utility Worker | 17 | <1% |
| Cable Splicer | 15 | <1% |
| Mechatronics Technician | 13 | <1% |
| Field Service Engineer | 13 | <1% |
| Truss Design Technician | 12 | <1% |
| Nutrition Care Specialist | 10 | <1% |
| Airframe & Powerplant Mechanic | 10 | <1% |
| Animal Trainer | <10 | <1% |
| CNC Operator - Milling And Turning | <10 | <1% |
| Senior Network Consultant | <10 | <1% |
| Information Technology Specialist | <10 | <1% |
| Yacht Service Technician | <10 | <1% |
| Diesel Mechanic | <10 | <1% |

| Trade/Occupation | Total | % of Total |
|---------------------------------------|--------------|-------------------|
| Automotive Service Mechanic | <10 | <1% |
| Instrument Mechanic-Hybrid - Florida | <10 | <1% |
| Mold Maker, Die-Cast & Plastic | <10 | <1% |
| Community Health Worker | <10 | <1% |
| Career Development Technician | <10 | <1% |
| Reinforcing Ironworker Concrete | <10 | <1% |
| Water Systems Operation Specialist | <10 | <1% |
| Machine Builder | <10 | <1% |
| Plasterer | <10 | <1% |
| Distribution and Logistics Technician | <10 | <1% |
| Load Dispatcher | <10 | <1% |
| Protective-Signal Installer | <10 | <1% |
| Outboard-Motor Mechanic | <10 | <1% |
| Cyber Security Support Technician | <10 | <1% |

| Trade/Occupation | Total | % of Total |
|--|--------------|-------------------|
| Computer Support Specialist | <10 | <1% |
| Information Assurance Specialist | <10 | <1% |
| Database Technician | <10 | <1% |
| Customs Broker | <10 | <1% |
| Wastewater Systems Operator | <10 | <1% |
| Decorator (Any Industry) | <10 | <1% |
| Landscape Technician | <10 | <1% |
| Surveyor Assistant Instrument | <10 | <1% |
| Switchboard Operator (Utility) | <10 | <1% |
| Health Information Management Hospital Coder | <10 | <1% |
| TOTAL | 20,018 | |

Based on data reported into the USDOL RAPIDS registration system as of August 5, 2020.
Occupations with less than 10 registered apprentices have been masked

APPENDIX F

PATHWAYS TO CAREER OPPORTUNITIES GRANT (PCOG) (STATE)

*See bottom of table for explanation of statuses

PHASE I - GRANTS AWARDS

| Grantee (Phase 1) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|--|------------------------------------|------------------|-------------------|--|
| Bay School District | Welding | New | Apprenticeship | In Development |
| Brevard School District – Adult Education | Machinist | Expansion | Preapprenticeship | Withdrew Application, but remains In Development |
| Brevard School District – Adult Education | Construction and Industrial Trades | Expansion | Preapprenticeship | Expansion Approved |
| Brevard School District – High School | Construction and Industrial Trades | New | Preapprenticeship | Standards Approved |
| Broward School District – Atlantic Technical College | Machinist | Expansion | Apprenticeship | Expansion Approved |
| Broward School District – Atlantic Technical College | Yacht Service Technician | Expansion | Apprenticeship | Expansion Approved |
| College of Central Florida | Hospitality Management | New | Apprenticeship | In Development |
| Collier School District – Lorenzo Walker Technical College | HVAC Refrigeration | New | Apprenticeship | Standards Approved |

| Grantee (Phase 1) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|---|----------------------------------|-------------------------|-------------------|--------------------|
| Daytona State College | Plumbing | Expansion | Apprenticeship | Expansion Approved |
| Flagler School District – Flagler Technical College | HVAC, Electrician | Expansion | Apprenticeship | Expansion Approved |
| Florida International University | Plumber, Electrician | New | Preapprenticeship | Standards Approved |
| Hillsborough Community College | Electrician | Expansion | Apprenticeship | Expansion Approved |
| Hillsborough County Schools – High Schools | Iron Worker | New | Preapprenticeship | Standards Approved |
| AmSkills | Manufacturing | Expansion | Apprenticeship | In Development |
| Indian River State College | Welding | New | Apprenticeship | Standards Approved |
| Indian River State College | Pharmacy Technician | Expansion | Apprenticeship | Expansion Approved |
| Indian River State College | Culinary Operations | Expansion | Apprenticeship | Expansion Approved |
| Indian River State College | Electrician | Expansion | Apprenticeship | Expansion Approved |
| Lake School District – High Schools | Construction | Expansion | Preapprenticeship | Expansion Approved |

| Grantee (Phase 1) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|---|--|-------------------------|-------------------|--------------------|
| Lake School District – Lake Technical College | HVAC Refrigeration | New | Apprenticeship | Standards Approved |
| Marion School District – Marion Technical College | Carpentry | New | Apprenticeship | Standards Approved |
| Miami Dade College | Information Technology, Aviation, Manufacturing, Business Administration | Expansion | Apprenticeship | In Development |
| Northwest Florida State College | Machinist | Expansion | Apprenticeship | Expansion Approved |
| Northwest Florida State College | Plumbing | Expansion | Apprenticeship | Expansion Approved |
| Northwest Florida State College | Carpentry | Expansion | Apprenticeship | Expansion Approved |
| Orange Technical College – Westside Campus | Welding | New | Apprenticeship | Standards Approved |
| Orange Technical College – Westside Campus | Pharmacy Technician | Expansion | Apprenticeship | Expansion Approved |
| Osceola School District – High School | Automotive Service | New | Preapprenticeship | In Development |
| Osceola School District – Technical College | Automotive Service | New | Apprenticeship | In Development |

| Grantee (Phase 1) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|--|-------------------------------------|-------------------------|-------------------|----------------------|
| Osceola School District – Technical College | Construction | Expansion | Apprenticeship | In Development |
| Palm Beach County School District | HVAC Installer-Repairer | Expansion | Apprenticeship | Expansion Approved |
| Pinellas School District | Teacher | New | Apprenticeship | Withdrew Application |
| Santa Rosa School District – Locklin Technical College | Industrial Trades | Expansion | Apprenticeship | Expansion Approved |
| Seminole School District – High Schools | Construction | Expansion | Preapprenticeship | Expansion Approved |
| South Florida State College – AdventHealth | Advanced Patient Care Technician | New | Apprenticeship | Standards Approved |
| St. Lucie School District – High School | Industrial Manufacturing Technician | New | Preapprenticeship | Standards Approved |
| St. Lucie School District – High School | Carpentry | Expansion | Preapprenticeship | Expansion Approved |

PHASE 2 - GRANTS AWARDS

| Grantee (Phase 2) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|---|---|------------------|-------------------|--------------------|
| ABC Institute, Inc. | Construction | Expansion | Apprenticeship | Expansion Approved |
| Broward County School District – Atlantic Technical College | Concrete Form | New | Apprenticeship | Standards Approved |
| Eastern Florida State College | Mechatronics, Advanced CNC/DNC Machinist, Advanced Manufacturing Fiber Composite Technician | Expansion | Apprenticeship | Expansion Approved |
| Florida Nursery, Growers and Landscape Association, Inc. | Landscape Technician, Horticulture Technician, Irrigation Technician | New | Apprenticeship | Standards Approved |
| Hillsborough School District – High Schools | Carpentry | Expansion | Preapprenticeship | Expansion Approved |
| iBuild Central Florida | Construction | New | Preapprenticeship | Standards Approved |
| iBuild Central Florida – Corrections | Construction | New | Preapprenticeship | Standards Approved |

| Grantee (Phase 2) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|--|----------------------------------|-------------------------|-------------------|--------------------|
| Jacksonville Electrical Joint Apprenticeship and Training Committee, Inc. JATC | Electrician | Expansion | Preapprenticeship | Expansion Approved |
| Lake-Sumter State College | Electrician | New | Apprenticeship | In Development |
| Manatee County Schools – Manatee Tech | Child Care | Expansion | Apprenticeship | Expansion Approved |
| Manatee County Schools – Manatee Technical College | Electrician | Expansion | Apprenticeship | Expansion Approved |
| Orange Technical College – Westside Campus | Medical Assistant | Expansion | Apprenticeship | Expansion Approved |
| Osceola School District – Technical College | Welding | Expansion | Apprenticeship | In Development |
| Palm Beach County Schools – North Technical Education Center | Welding | Expansion | Preapprenticeship | Expansion Approved |
| Palm Beach County Schools – West Technical Education Center | Welding | Expansion | Preapprenticeship | Expansion Approved |
| Pasco School District – Marchman Technical College | Electrician | Expansion | Apprenticeship | Expansion Approved |

| Grantee (Phase 2) | Occupation(s) or Trade(s) | New or Expansion | Type | Status |
|-------------------------------|----------------------------------|-------------------------|-------------------|--------------------|
| St. Petersburg College | Medical Assistant | New | Preapprenticeship | Standards Approved |
| Tallahassee Community College | Electrician | New | Preapprenticeship | Standards Approved |

***Status Definitions:**

- Expansion Approved – Grantee project was an “expansion” project. Met all requirements of apprenticeship section to expand program for purposes of grant.
- In Development – Grantee is in the process of registering the program, and apprenticeship section is awaiting information from grantee.
- Standards Approved – Grantee project was a “new” project. Met all requirements of apprenticeship section to register apprenticeship or preapprenticeship program for purposes of grant.
- Withdrew Application – Grantee has voluntarily withdrawn application for funding.
- Withdrew Application but remains in development – Grantee has voluntarily withdrawn application for funding but is still actively moving forward with working with apprenticeship section.